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Dear Management: No matter the level... Divisional, Regional, Area, Group, Branch, etc...  
  
Manager bonuses often take on a life of their own... and often become more of a burden... than a sharing in the contributions of their labor.  
  
BUT, what if you were able to compensate them more closely... to the production they oversee???  
  
Yes... what if...  
  
What if you focused the bonus structure, more on the INPUT characteristics of their loan production and less on the resulting OUTPUT (the bottom line).  
  
That places you ahead of the curve... to PREDICT results.  
  
While the other... well, you just sit and wait to see what they do (and make changes... often too late).  
  
So how do you do this?  
  
Focus people!  
  
You need to focus on:  
  
-Compensating them for their LO's producing above a set benchmark.  
-Compensating them for having a conversion rate above a certain mark.  
-Compensating them for their quality/performance of loan production.  
-Compensating them for their efficiency in producing loans.  
-Compensating them for staffing levels and spacing requirements being met.  
  
And that...  
  
I PREDICT (actually more than a prediction), this will lead you to a better bottom line!