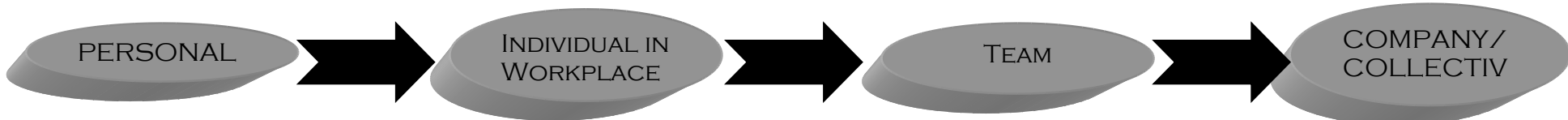


## A linear view of Contribution Accounting\* Alignment

\*Contribution Accounting (Contact©) is an empirical and scientific accounting process based on the Value Added Statement, and is the only convention that recognises and supports contribution as the primary determining factor of a company's destiny.



BEHAVIOUR	Performance (enhancing skills and behaviours) Developmental (evolutionary change to beliefs, values and behaviour) Transformational (revolutionary change in purpose, direction and meaning)
PROCESS	Personal Coaching: Performance/Developmental/Transformational Workshops: LifeKeys; Personal Excellence
CONTACT©	Transactional Correctness Journeyman's Log

BEHAVIOUR	Form to meaning
	Link between task & company service
	Understanding
PROCESS	Willingness
	Development of Company Interventions
CONTACT©	Service Excellence
	Contribution Administration
	Accountability

BEHAVIOUR	Team Purpose link To Company Purpose
	Serving leaders
PROCESS	Service Excellence
	Team Build
	Team Coaching
	Meeting Agenda
CONTACT©	Organisation
	Team Goals
	CONTACT© Components

BEHAVIOUR	Common Purpose
	Common Fate
	Common Values
PROCESS	Strategic Alignment
	Structure Alignment
	Service Gaps Model
	Executive Coaching
CONTACT©	Executive Mentoring
	Final CONTACT©
	Extended CONTACT©
	Common Fate Rewards Based on Variable pay

# CONTRIBUTION ACCOUNTING ©

<b>ACID TESTS</b>
Performance Coaching Agreements expressed as Outcomes. Competency Evaluation 360' Review

<b>ACID TESTS</b>
CRM; ERM; Contribution Behaviour Agreements expressed as Outputs & Competencies (Performance); Recognition (Compensation)

<b>ACID TESTS</b>
Wealth Created/Team; ERM; CRM; Efficiency Measures; Innovation Measures; Learning and Growth Measures; 360' Review

<b>ACID TESTS</b>
Wealth Created; CSI; ESI; Market Share; Income Statement; Balance Sheet; Profit; E.V.A; RONA; Value Added Transformation Measured in the Structure