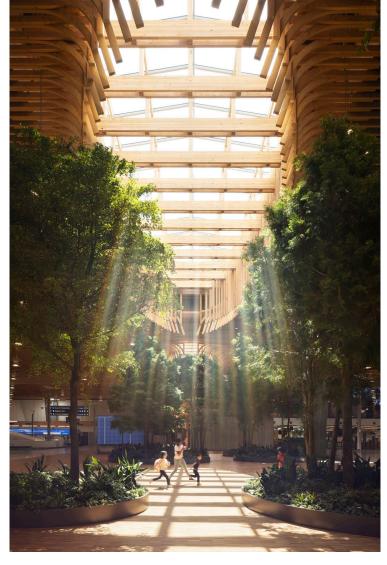


Rendering Rewards: Blueprinting a Transparent Total Rewards Program

ACE HR Conference April 2025













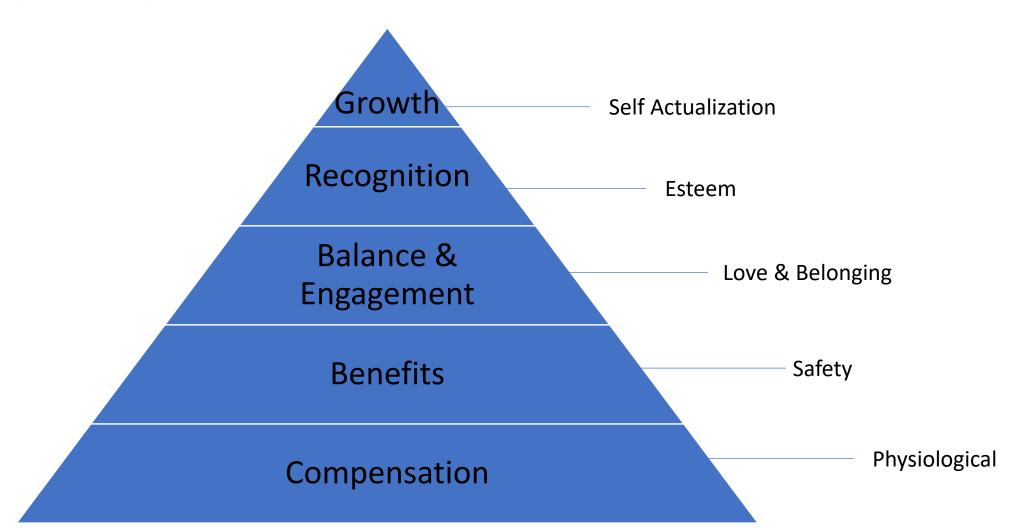


Agenda

- Understanding Total Rewards
- Determining Your Current Philosophy
- Surveying Staff for Insights
- Examining Transparency
- The four "R"s of program review
- Building Programs with Assessment in Mind
- Engaging Leadership to Define Strategy
- Communicating Total Rewards Effectively
- Closing and Q&A



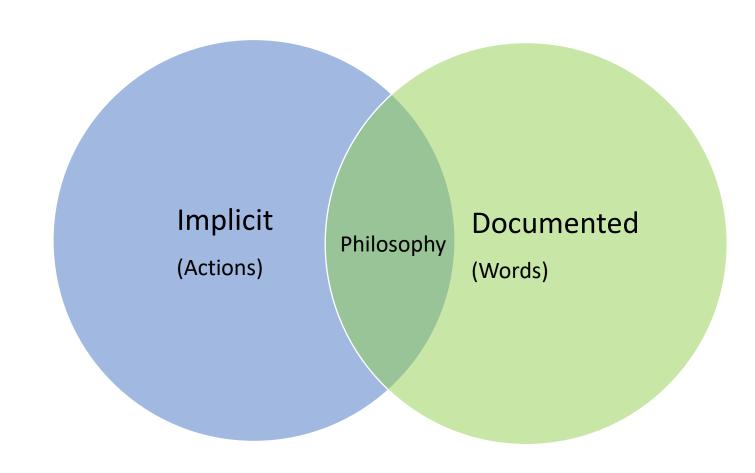
Total Rewards-



Defining your Current Philosophy

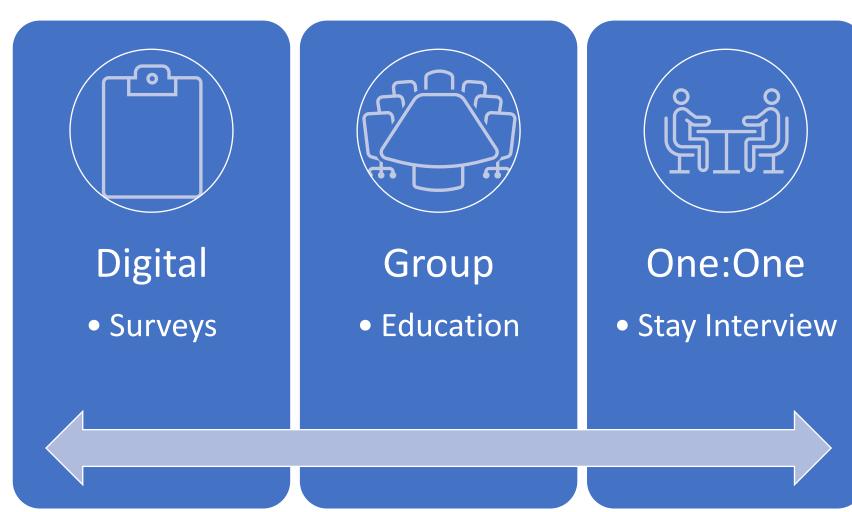
Define & Analyze:

- Current offerings (worksheet)
- Who do you want to attract and retain
- What holds value to your employees today
- What will keep your target employees tomorrow?
- Will you have different strategies for different employee populations?

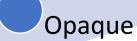




Gather Employee Input



Transparency is a Spectrum



 Access to data but not

Crystal Clear Translucent

 Understanding of philosophy and offerings firmwide

Shrouded

• Rewards are known but not understood

*Public Record -

Government level transparency fully accessible internally and externally

 Case by case

Obscured

reasoning

Understanding

of philosophy

and offerings

personal/team

for

roles

Leadership Buy-In

- "If we share salary ranges, won't employees ask for more?"
- "Won't this create more non-billable work for managers?"
- "This is proprietary data. We can't let our competitors know our strategy"
- "What if we find pay inequities?"





Evaluating Programs



Retain – No changes



Rebrand – same program, new message

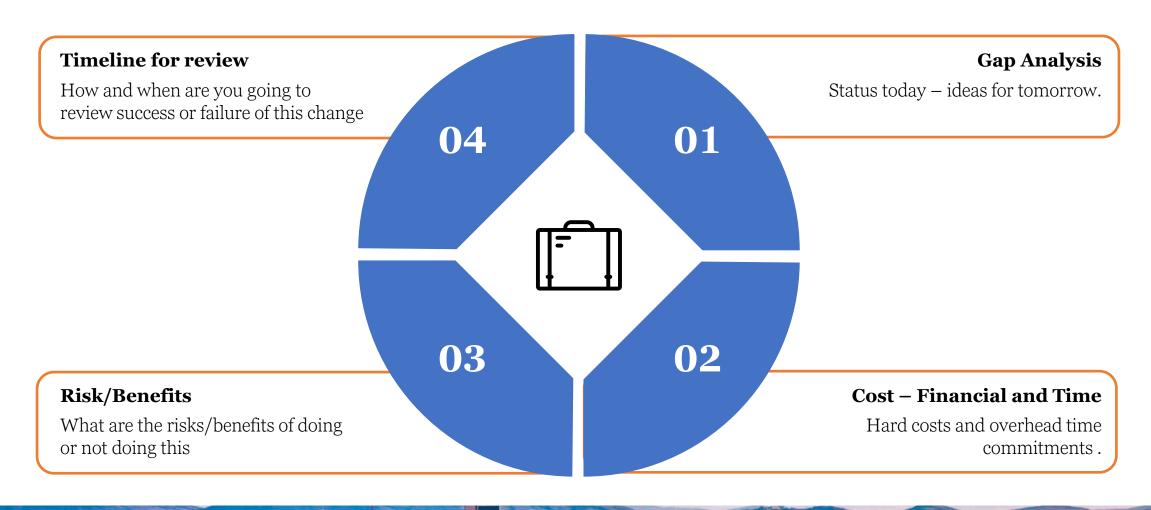


Revise – familiar program, updated



Replace – choosing a new path at a fork in the road

Business case for Scalable Programs



Leadership – Words Matter

Say This

- 1. Research suggests that providing salary ranges to staff and upskilling our day-to-day managers to feel comfortable discussing placement within that range with their teams helps us strengthen trust and reduce turnover by up to 7%."
- 2. 63% of our employees enrolled in dental went to an out-of-network dentist last year.
- 3. In the last 3 years employees have averaged less than 2 weeks of PTO a year
- 4. The national/peer group benchmark for 401k match is...
- 5. Exit interview data shows

Not This

1. Employees want to know the salary range for their role

- 2. Our survey shows our employees hate our dental offering
- 3. Unlimited PTO doesn't work and causes burnout
- 4. Our 401k match is too low
- 5. Key employees are quitting because of pay

It Takes All of Us

Transparency and utilization is a full firm effort





It Takes All of Us

Transparency and utilization is a full firm effort





THANK YOU! Your feedback is important to me! Please use this QR code to share your thoughts

