



The What and How of Building Your Compensation Strategy

Juan Pablo González

John Anderson

Axiom Consulting Partners

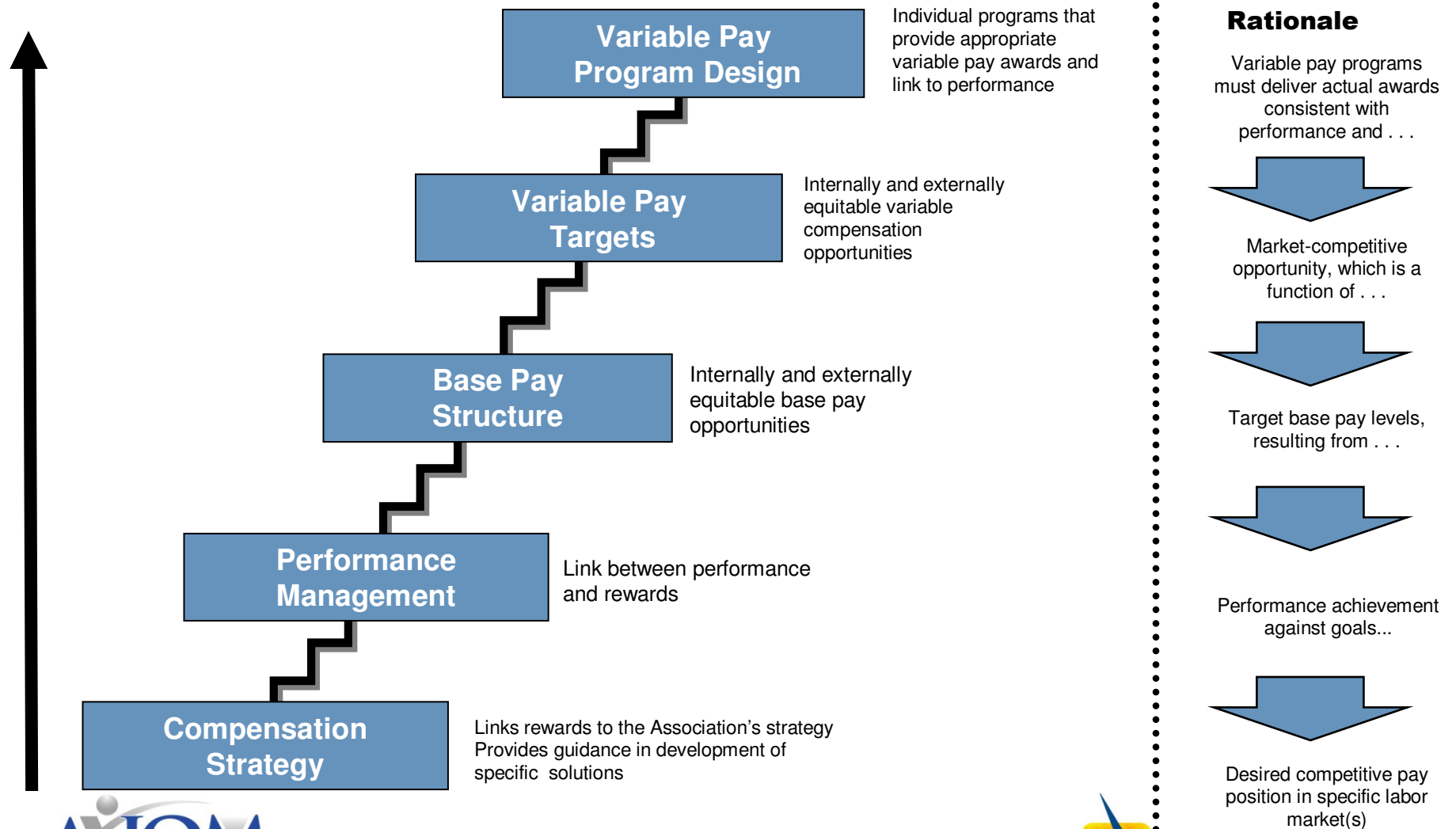
www.axiomcp.com



www.asaecenter.org

Connecting Great Ideas and Great People

Where to start and create a compensation strategy and program?



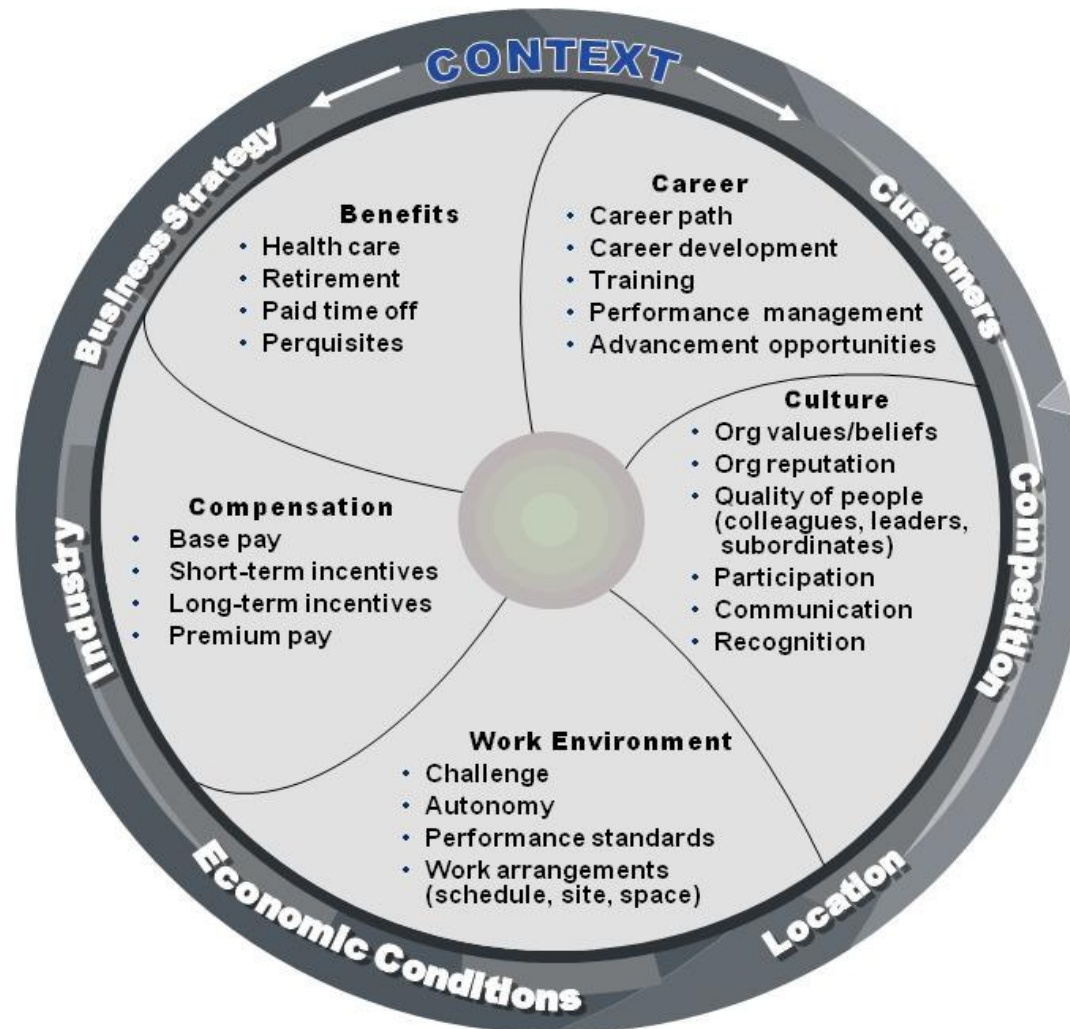
10 Keys to Success

1. Establish active leadership participation and buy-in
2. Link compensation strategy and program to high priority strategic objectives
3. Communication, communication, and more communication
4. Pay is a sensitive issue – handle with care!
5. Go slow to go fast
6. Think “Total Rewards”
7. Design based on strategy and facts
8. Do not confuse fairness with sameness
9. Treat compensation as a process, not an event
10. Build trust and support through transparency

Link compensation strategy to high priority strategic objectives



Think “Total Rewards”



Change from an event focus to an on-going process



Compensation strategy and program provides significant value!

- ✓ Improved staff satisfaction with compensation
- ✓ Enhanced compensation decision-making process
- ✓ Maintain financial stewardship
- ✓ Encourage performance-based culture
- ✓ Increased staff focus on the issues that matter
- ✓ Enhanced ability to attract and retain talent

Contact Information

Juan Pablo Gonzalez
Axiom Consulting Partners
1600 Tysons Boulevard, Ste. 800
McLean, VA 22120
Tel: 703.245.6726
Fax: 703.245.3001
jgonzalez@axiomcp.com

John Anderson
Axiom Consulting Partners
161 N. Clark Street, Suite 4700,
Chicago, IL 60601
Tel: 312.523.2123
Fax: 312.523.2081
janderson@axiomcp.com

To access this presentation, please visit:
www.axiomcp.com/insight/sharing-knowledge

