



livinghr

Solution Lookbook

Humanize Experiences

Total Rewards and Compensation



● Humanize Experiences

We see compensation and total rewards planning as both an art and a science. The science side of us seeks data, validation analysis, and testing. The art side of us recognizes that compensation and total rewards work impacts peoples' lives. We take a holistic look at compensation and total rewards and how it impacts every phase of the candidate and employee experience and are driven by our commitment to humanizing work which is not possible without designing systems that are equitable and inclusive.

The Key Characteristics:

- **Inclusive Methodology:** We adopt a holistic and inclusive approach to compensation consulting, recognizing the unique culture and strategy of every organization. We work closely with you to understand your goals, culture, and values, allowing us to tailor our services to your specific requirements to leverage compensation as a driver to value your teams' contributions.
- **Equitable:** We conduct a comprehensive pay equity analysis to identify and rectify any disparities internally. We analyze factors such as gender, race, and other demographic variables to ensure fairness, equity, and equal opportunities for all employees.
- **Employee Communication and Change Management:** We emphasize open and transparent communication throughout the compensation process. Our team supports you in developing clear communication strategies to ensure that employees understand how compensation decisions are made. We also provide training sessions and workshops to educate managers and employees.

- **Whole–Person Total Rewards Strategies:** Compensation goes beyond salary alone. We help you design comprehensive total rewards strategies that encompass a wide range of well-being, incentives, mental health support, work–life integration, professional development, and recognition programs that share genuine appreciation. Our approach ensures that employees are rewarded and appreciated for their hard work, capability development, and commitment to the organization.
- **Ongoing Support:** We offer Managed Services and Professional Services to ensure compensation is managed effectively from an ongoing perspective. We monitor the effectiveness of the implemented compensation strategies and make adjustments as needed to ensure that your organization remains competitive in attracting and retaining top talent.
- **Transparent Salary Structures:** We gather input and assist you in developing transparent and consistent salary structures, leveraging a blend of market data from our partners to promote fairness and clarity. Our experts work with you to establish clear guidelines, job descriptions, and performance metrics to ensure that compensation decisions are objective and impartial.

Did you know?

70%

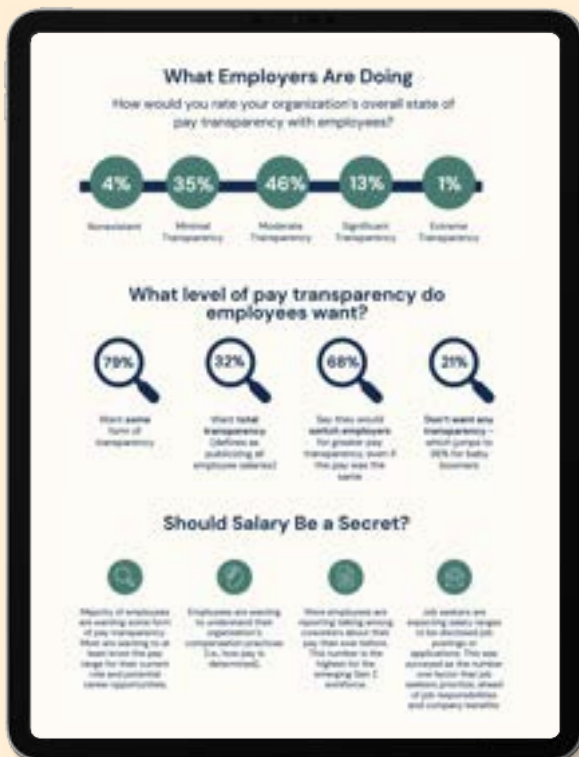
of organizations say that posting pay ranges has led to more applicants applying.

Source: SHRM



The Capabilities

- ✓ Compensation Planning and Design
- ✓ Compensation Philosophy Development
- ✓ Equity Analysis
- ✓ Sales Incentive Design
- ✓ Executive Compensation
- ✓ Incentive and Pay for Performance Plans

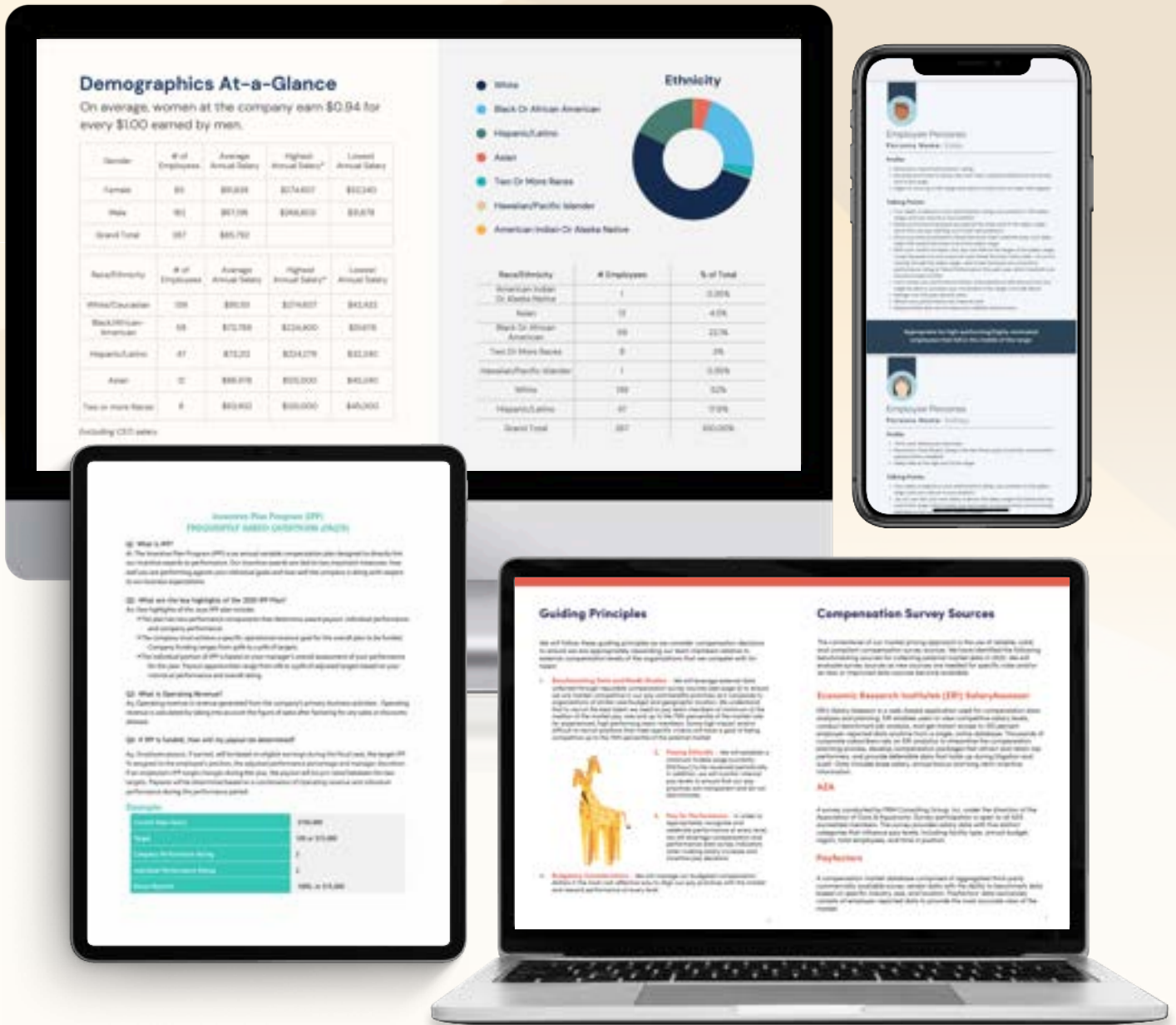


Compensation (salary and wages) is the largest component of an organization's total labor costs, **accounting for up to 70 percent** of an organization's total costs.

According to Pew Research,

63%

of respondents cited low pay as a key reason they left a job.



Project Samples