

Compensation Consulting Services

Smart companies know that compensation is a key factor in attracting, retaining and motivating talent within your organization.

If compensation system design has become too complex – or you need insight from an independent compensation consulting firm, we can help.

At the POE Group, we understand the challenges of designing, implementing, communicating and managing compensation plans for businesses of all sizes – and will tailor a solution for your company.

POE
GROUP



Why Compensation Consulting?

You may benefit from compensation consulting if you experience any of the concerns below.

- > I am not able to recruit the employee talent I need to grow
- > I am getting feedback from employees that they think pay is not fair
- > The pandemic has made cash flow difficult, but I still want to reward my employees
- > We are not managing pay consistently across the company
- > Our long-tenured employees seem to be paid too much (or too little) compared to newer employees
- > My sales staff does not seem motivated
- > I do not know if I am paying my top performers enough compared to those who aren't stars
- > I want to develop a new incentive plan to link bonuses to the company's success
- > It is difficult to compete with other companies for executive talent
- > I want to retain my senior team until I can sell my business
- > Our company is growing substantially, and I feel that our compensation plans no longer fits our needs
- > I want to make my executives part owners in the business, but I don't know how to do this
- > I am unsure if I have the proper job responsibilities assigned to my sales staff to ensure we are effective in our selling tasks
- > I have not assessed the effectiveness of my compensation plans in many years
- > We want to be more transparent in communicating information about our compensation system to employees, but don't know what information to provide

Available Services

EXECUTIVE COMPENSATION CONSULTING

- > Salary and incentive benchmarking to determine externally competitive pay levels
- > Short-term incentive plan development for executive team members, including communication and implementation of new plans to align with your corporate culture and business objectives
- > Long-term incentive (cash or stock) plan development for executive team members, including communication and implementation of new plans to align with corporate objectives
- > Consulting and development of employee contracts and executive severance plans
- > Consulting and development of governance processes regarding executive pay
- > Executive prerequisite benchmarking and value analysis to align with the company's culture
- > Development of Board of Director pay programs

EMPLOYEE COMPENSATION CONSULTING

- > Salary and incentive benchmarking to determine externally competitive pay levels
- > Development of formal salary administration programs to help manage pay, including training managers to administer these programs
- > Pay equity analysis to identify any disparities within protected classes (race, color, religion, sex, national origin, age, or disability)
- > Short-term incentive plan development for all employees or select employee groups, including communication and implementation of new plans to align with your corporate culture and business objectives
- > Total reward consulting/benchmarking that addresses all components of rewards provided to employees
- > Strengthening of the link between pay and performance through performance appraisal and merit increases.
- > Communicating compensation plans and strategies so that companies maximize their return on investment

SALES COMPENSATION CONSULTING

- > Review and evaluation of existing sales strategy, plan design, administration, and communication
- > Sales position job design and alignment of responsibilities to the desired behaviors and the company's unique sales process
- > Change management, communications, and implementation consulting on plan changes
- > Sales compensation plan design, including communication and implementation of new or modified plans to align with corporate objectives

Need help? Contact Us!

The POE Group is able to assist you with any compensation related questions you may have. Please reach out today for a free consultation with Joe Kager, Managing Consultant of the POE Group.