

Case Study | Compensation as a Service

Background

A global technology company of 300+ employees with operations in India, Spain and the Bay Area. This start-up company provides technologies for public safety organizations and is headquartered in San Francisco.

The Client's Challenge:

A new VP of HR joined the company and wanted to ensure they had access to current Total Reward market data on all 300 employees. The leader was concerned about their employees' base pay, bonus targets, and equity grants. The leader wanted to ensure they had a salary structure across three countries, and they wanted to ensure market data was available to share with the C-suite and Board of Directors. Another challenge was that market information was not in their HRIS system, and the HR team could not run reports for the CEO. Data for Spain and India was housed in each country. Updated pay and bonus target information and equity grants were kept on spreadsheets. Job titles and descriptions were inconsistent across the three countries and kept in different files, and some key roles had no JD. The accuracy of the data was questionable.

Our Solution:

We approached the situation by establishing a project plan and objectives to be tracked by % completion. We also set up weekly team meetings to review progress and ensure the team (EE's and Thrive Consultants) knew the areas of focus and deliverables for the week and that the team was working on the most critical work - verified weekly by the VP of HR. We also produced a weekly status update for the team, which included a one pager with project status, weekly work completed, plans for the next week and the % of deliverables completed. one-pager with project status, weekly work completed, plans for the next week,

Our Thrive HR consultant was focused on auditing all current employee pay/bonus/equity data, mapping employees into job titles/descriptions, matching roles to survey data (AON Radford), building a salary structure with levels and updated titles. Our consultant shared work in progress with key leaders and the HR team for feedback and early buy-in to the new compensation system. We also developed job descriptors to clearly understand how to determine employee levels going forward.