

The Results:

As we were completing our project, the BOD appointed a new CEO of this 500-person company. As a new CEO, she was looking for data and asked the CHRO for:

- Headcount Reports
- Organizational Charts
- Turnover Data
- Developers in India, Europe, and the US, and what are they paid?
- Compliance Reports – I-9, Tax Forms, Electronic EE Files
- Salary Ranges, Bonus Targets, Equity Program
- Do we have job descriptions for all employees?

The HR Team had updated EE records, electronic employee files were updated; all compliance documents were in the system, and all JDs had been updated and filed in the HR system. The HR Leader was able to run all the required reports and create updated org charts for every function, headcount data, turnover data, etc. The HR Leader was able to provide all the data to the new CEO requested.

The HR Leader was viewed by the new CEO as having control of their HR data and operation.

The new CEO also invited the HR Leader to present to the Board of Directors Compensation Committee. The presentation will be on C-Suite compensation, base pay, bonus pay, and equity grants compared to the market. The CHRO made recommendations on future pay for the company leaders. All the data presented was also developed by the Thrive Consultants for the BOD meetings.

Thrive HR Consulting is providing Compensation as a Service to our customers today, as well as on-demand support. HR Leaders like our clients need to focus on having accurate HR data that drives reporting, analytics, and understanding of the workforce. CEOs are demanding this data, and our team can ensure that you are prepared for C-suite questions about your employees.

Ready to Move Forward Together?

Rey Ramirez
Co-Founder
817-308-8959
rey@thrivehrconsulting.com

THRIVE
HR CONSULTING

Jason Walker
Co-Founder
408-799-1425
Jason@thrivehrconsulting.com