

Client Challenge

As a growing \$40 million technology company, the organization was struggling with a lack of consistency around compensation, internal equity, and performance management. The organization's challenges required a more sophisticated and well-defined compensation program in order to retain their key contributors.

Our Solution

Keating Advisors applied our expertise in compensation strategy to help resolve the challenges faced by the client.

Determining the organizational compensation philosophy was the first step. Keating Advisors conducted interviews with key members of the management and executive staff to formulate the company's compensation philosophy.

Next, a competitive market assessment was completed. The assessment analyzed the total compensation levels for each position at the organization, including executive management. The organization's benefits offerings were also examined.

Finally, a competitive pay structure and related salary administration policies were created. Salary administration policies were geared at hiring, transition, promotion, and performance/merit increases. The pay structure and administration policies created a link between the pay program and the organization's strategic objectives.

Impact

The new compensation system enabled the organization to formally create a service-oriented human resource function. Up-to-date job documentation, used for the benchmarking study, helped improve mutual understanding of job responsibilities. Recommended salary increases were implemented, and turnover at the organization has steadily declined since the spring of 2009.



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3643 Van Ness Street NW • Washington, DC 20008 • (202) 302-2099