



If you pick the right people and give them the opportunity to spread their wings and put compensation as a carrier behind it you almost don't have to manage them. ””

- Jack Welch

Reward / Compensation Consulting

Is compensation a barrier to motivation and the ability to attract and retain employees?


Do you often get faced with reward and compensation challenges from employees or leaders?

Overview

Aligning your organisation rewards to your strategy is vital. But do you understand what you have in place? Is your Reward function able to provide accurate, relevant and insightful information to key stakeholders to make decisions?

Crafting a Compensation Philosophy and Strategy, followed through by a Total Reward structure, allows certainty to be created for employees. Applying predictive analytics in supporting the reward function is the next frontier.

At Africa People Advisory Group Reward Compensation is part of our DNA. With deep skills in all fields of Reward we are able to support all issues facing HR professionals in Africa as far as Reward / Compensation is concerned.



65% of employees left their organisation in 2018 due to compensation - Payscale

Business value gained through the solution

- Having the right reward solutions, structures and processes in place is a key part of the employee value proposition, which in turn is a key enabler to the organisation success.
- Reward and Compensation is arguably one of the largest – if not the largest expense – for organisations, the ability to manage it well has a direct impact on the bottom line.
- Defining the reward calendar allows for certainty in establishing the required processes

Solution features

- Our consultants are deeply experienced in Reward across Africa, having travelled the continent for an extended period of time and delivering customised solutions to firms of all sizes and from many industries.
- Understanding not only local but business context allows our consultants to shape solutions that work for your organisation
- The eco-system within which reward is a role player is taken into consideration when crafting unique strategies for your organisation.
- All design work is linked to the Total Reward Strategy of the organisational, business and functional strategy
- Our consulting and solutions are geared to assisting stakeholders, leaders, and boards make better decisions.

Examples of typical consulting projects

- Conversion to a total reward framework.
- Considering the introduction and, or, removal of a benefit.
- Preparing for Remuneration Committee meetings.
- Establishing an annual increase process.

Process & Timeline

The overall timeline for execution is highly dependent on the nature of the assignment and can often be between 2-12 weeks.

Speak to a
consultant:

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