

“ The body may be bought with a paycheck but the heart is earned with a purpose. ”

- Angela Lynne Craig

Reward / Compensation Strategy

Does your organisation have a clear Reward Strategy that will attract and retain the right staff and skills?

Is your Reward Strategy in alignment with the ecosystem in which it operates, delivering a motivated and effective workforce?

Is your Reward Strategy aligned what is required based on the business strategy?

Overview

The world of work is changing, with some organisations now employing staff across four generations. Aligning the requirements of work to the wants and needs of employees are essential, where this applies to Reward Strategies. A single Reward Strategy is equivalent to a single lane road, when what organisations truly need, is a dual carriage highway.

Crafting Reward Strategies should be top of mind for C-suite. Reward is an essential component in driving business success and flexibility is key.



Why Employees Left Organizations in 2018

65% -
compensation, i.e.,
offered higher pay
elsewhere - PayScale

In partnership we will outline, develop and implement Reward Strategies within your organisation that is fit for purpose and relevant to your context. The strategies will be aligned to the Human Resources and most importantly the Business strategy.

Business value gained through the solution

Key value obtained from using Africa People Advisory Group Reward Strategy Consulting:

- A robust Reward Strategy ensures an affordable and suitable approach that is comparable to the market and aligned to the employee value proposition.
- The right Reward Strategy has a bottom-line cost and profitability impact.
- The Reward Strategy has a direct impact on the ability to attract and retain the right skills and talent.

Solution features

- Africa People Advisory Group has a flexible and context specific approach to developing Reward Strategies, country and industry context is critical to understand in order to develop the right solution.
- Our highly participative and consultative approach combined with deep technical Reward skills and knowledge makes for a fit for purpose solution.
- Our knowledge of Africa and of the individual markets within Africa is our most critical asset.
- The eco-system within which reward is a role player is taken into consideration when crafting unique strategies for your organisation.
- Our Reward Strategy consulting typically includes review of the compensation philosophy, strategy and all rewards elements.
- Our solution is closed holistic and typically includes a draft change and action plan.

Process & Timeline

The overall timeline for development of a robust Reward Strategy is typically between 6-12 weeks.

Speak to a
consultant:

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