



# Strategic Compensation Solutions

**Practical Solutions  
To Complex Problems**



**Making Pay Systems Work**

## Practical Solutions to Complex Problems — Making Pay Systems Work

**Strategic Compensation Solutions (SCS)** helps clients find practical solutions to problems with their compensation and performance management programs. We understand that effective compensation programs are both highly complex and critical to business success.

Consequently, we take a holistic view of compensation and performance management — we take into account your strategy, business and market characteristics as well as your culture, management style, and performance and rewards strategy - all with a dedication to client service.

How can we help you address your complex compensation and performance management needs?

- We bring 30 plus years experience working with multi-million and multi-billion dollar companies in a variety of industries in solving the toughest and most complex compensation problems.
- We ask the right questions to get key insights into your issues, and bring our expertise and knowledge and apply it to your specific situation.
- We partner closely with you from start to finish, ensuring our solutions are correct and can be implemented effectively with the desired impact.

***“Your firms’ compensation expense should be creating a clear line of sight between your firms’ employees and your firms’ business strategy and objectives”***



## About Us

**Strategic Compensation Solutions** provides businesses with unique consulting expertise on compensation and performance management to support business success.

In today's turbulent economic times, businesses' face increased challenges in optimizing the dollars spent on compensation and fully engaging employees.

Compensation's basic goals have been stated as; attract, retain and motivate; and it is the "motivation" aspect SCS will focus on with your firm. SCS will help you ensure that your compensation system is working effectively.

**There are three aspects to this process:**

**Strategic:**

**Business Leadership**

**Strategic:** Reviewing your business and human resources goals today and where they need to be to succeed tomorrow. This sets the foundation for the improvements tailored to your firm's needs.

**Compensation:**

**Reward Systems**

**Compensation:** Analyzing the effectiveness of your pay programs and how they can be improved to provide the needed alignment with your goals and optimize your pay expense

**Solutions:**

**Effective Outcomes**

**Solutions:** Implementing changes in an effective way, monitoring how well these changes are working, and making improvements as needed

## Compensation Factors

### Is *your* compensation system in need of a check up?

Your business conditions are changing, *your* business strategies are changing, and *your* employees' attitudes are changing. ***Is your compensation system keeping pace?***

Compensation programs need to be periodically diagnosed for effectiveness. It's important to know how well things are working and if just a "tune-up" or more major improvements are needed.

In this economic environment, it is important to review how well *your* pay system is working, and how it can best function to provide the best results in these turbulent times.

Compensation is a complex issue, with many important factors to consider. ***Strategic Compensation Solutions*** will help you address each of these complex factors.

#### Compensation Factors to Consider



***"Ultimately, compensation systems are managed by people and will thus always be in need of review and renewal."***

## Performance Management

### Performance Management is a Process – Strongly Linked to a Firm's Compensation System

Performance Management is the systematic process intended to get the best results from your employees, thereby, improving organizational effectiveness in the accomplishment of your business goals. Performance Management is coupled to your firm's compensation system in a number of ways. Your compensation system must be working effectively to have a successful performance management process. We can assist you in making sure each of these elements is working to support achieving top performance in your organization.

**Job Descriptions:** Performance management begins when a job is defined into a job description. Job descriptions provide a framework so employees understand the performance expectations for their position. They should clearly tell the employee what they are accountable for in their role. A job description provides the foundation for managing employee performance. Unfortunately, job descriptions, so important to compensation and performance management, are often neglected.

**Performance Planning and Assessment:** Performance planning is usually done annually. It builds on the foundation of the job description and reflects the goals and results the employee is expected to contribute to the firm in the upcoming year. The annual plan should include performance-based standards, outcomes, and measures. It should clearly state the performance expectations for the employee to perform at a top level. Throughout the performance period the employee receives feedback, and gets an annual performance appraisal.

**Salary Increases:** Of course, salary increases largely take into account the employees' annual performance in their position, in light of market and business conditions.

**Incentive Awards:** Incentive awards are almost always based on achieving results in relation to the established goals for the year.

An effective Performance Management process can work with your firm's Compensation System in maximizing employee performance and contributing to business results.

***"It has been said that a primary reason employees fail to meet manager expectations is simply because they are not sure what they are suppose to be doing."***

## Our Services

**Strategic Compensation Solutions** provides a broad array of services, including practical solutions to both compensation and performance management needs.

### **How SCS Can Work With You**

- Ongoing Consulting Retainer Relationship
- “As Needed” Consulting
  - > Project or problem focused need
  - > “Rent” specific expertise when needed

### **Ways to Use SCS Services**

- Lead Existing Staff in a Large Critical Project
- Provide Wisdom and “Sounding-Board” to Management
- Act as Independent Consultant to Compensation Committee
- Act as Advisor/Mentor to Compensation Staff Members

### **Needs SCS Can Help You Address**

- Setting Job Value and Compensation Opportunities
  - > Job analysis
  - > Job descriptions
  - > Job evaluation
  - > Market evaluation
  - > Salary structure level or band
  - > Incentive program eligibility and design
- Designing an Effective Compensation System
  - > Salary structure
  - > Salary administration
  - > Short-term incentives and bonuses
  - > Long-term incentives; equity and cash
- Linking Performance Management to the Compensation System
- Special Executive Compensation Consulting
  - > Proxy disclosure and the Compensation Committee report
  - > Top 5 pay
  - > Compensation Committee briefings
  - > Board of directors pay
  - > Independent consultant to the Compensation Committee

## Why use SCS services versus a large national firm?

- *Local Access*
- *More Client-Focused*
- *More Reasonable Cost Structure*
- *Can Supplement Services With Additional Best-in-Class Support, When Needed*
- *Access to Senior Talent and Wisdom on All Matters - No "Hand-Offs" to Junior Staff*

***"Compensation should be a positive reinforcement for your business vision, organization, culture and results."***



## President's Profile

*From administration to major change interventions; from successful business growth to being in the midst of major business problems; from analyzing data to advising the CEO; Gib's experience is diverse and has provided him the wisdom to advise your business with the unique challenges and issues you seek to solve.*

As President of **Strategic Compensation Solutions (SCS)**, Gib brings substantial experience to his clients across the full spectrum of compensation. In addition, he has held generalist human resources roles including, at the executive level, which provides insights across all disciplines of Human Resources. He adds the unique experience at being at the center of major business, organizational, and cultural transformations at several companies.

Most recently, Gib was the Director of Executive Compensation at Procter & Gamble (P&G). He joined P&G in 1997 and initially served as the Director of Global Compensation Governance. Over his ten year career with P&G, he was at the center of the compensation system changes designed to support the business transformations at P&G as recently described in the book *Game-Changer* by A.G. Lafley (Chairman & CEO of P&G). In the book, Lafley relates the importance of compensation systems in supporting major interventions to change the business strategy, organization and culture at P&G. While at P&G, Gib regularly advised A.G. Lafley, considered one of America's top business leaders, and members of the Compensation Committee.

Gib has additional experience in the fast-moving consumer products industry serving as Vice President (VP) Compensation and Benefits at Tambrands and VP of Compensation and Benefits at International Playtex.

Gib also held roles in the financial services sector, serving as Director of Compensation and Benefits at GE Capital. He was at GE Capital during Jack Welch's era of change. GE Capital was the first business unit to implement Jack Welch's directive for GE to differentiate its pay system. Gib led GE Capital in the development of its own pay system separating itself from the historic "one-size-fits-all" pay approach at GE. This was an important step for GE Capital's growth and success in the financial services industry.

Gib also served in several executive HR assignments at Alexander & Alexander Services, Inc (A&A). A&A was one of the world's largest insurance brokers and benefits consulting firms, with major interests in the London market (A&A was acquired by Aon). Gib joined A&A as VP Compensation & Benefits; he then served as VP U.S. Human Resources, before returning to his prior role. Gib graduated from Cornell College being recognized with the distinctions of Summa Cum Laude and Phi Beta Kappa.



# Strategic Compensation Solutions



## Contact Us

### Strategic Compensation Solutions

Centrally Located in Urbandale, Iowa

**Gibson “Gib” Bradley, President**

**Email:** [info@strategiccompensationsolutions.com](mailto:info@strategiccompensationsolutions.com)

**Phone:** 515-331-9055

**Website:** [www.strategiccompensationsolutions.com](http://www.strategiccompensationsolutions.com)

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