

Employee Benefits Live

Jen Roberts - 2023

In this session we will cover:

Making budgets work harder for your colleagues

Shaping strategy using colleague feedback

Cost-effective benefits: something for everyone



Our Approach – the battleground for talent



Our *difference* makers

A simple A,B,C formula

Ask

Your colleagues

***Budgets
& benchmarking***

***Choice
& communications***



Your colleagues have the answer:

- Listening groups, Engagement / Pulse Surveys
- Ask your leaders and managers
- Pro-actively and consistently seek colleague feedback

Find out:

- What do your colleagues want more/less of?
- Where's the balance of investment in reward vs. value to your colleagues
- Can you repurpose investments?



Budgets & benchmarking

External / internal benchmarking - where to spend your budget in the right place

- **External Benchmarking** – what's happening in the marketplace
- **Internal Benchmarking** – what's important to your colleagues
- how do you create budgets to support your strategy
- Salary sacrifice benefits are a great way to save costs and reinvest in other areas - (Holiday buy, Pension Salary Sacrifice, Cycle 2 Work and more).

Look for the Freebies!

- From your current providers at no cost
- Connect them back to your strategy

Choice is the key, but don't forget to communicate

- **Choice** is important to colleagues. Offer something for every part of the colleague journey to support a multi-generational workforce.
- **Communicate**, with a continuous campaign of the choice on offer. Create an agile communication plan to respond to colleague feedback and economic conditions.
- Use your 'Ask' method to create a 'you asked – we did' conversation with your colleagues.
- Connect the dots for your colleagues

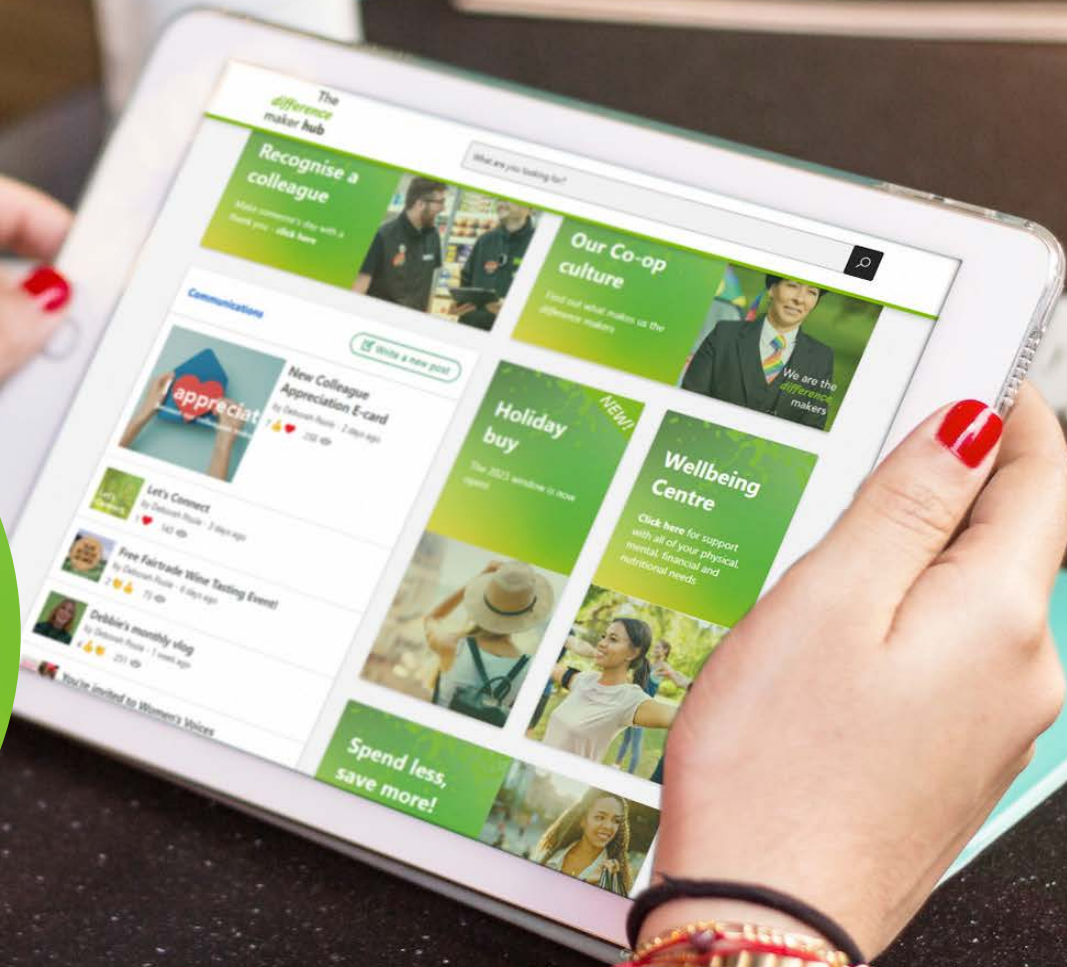
Be Creative!

We are the
difference
makers



Choice
& communications

Our
difference
maker hub



Any Questions

Add in Slido info