



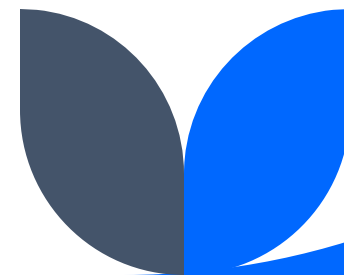
Will your *reward* and  
*benefits* strategy stand  
the *test of time*?

*Aaron Lloyd - Total Reward Professional*



# What we'll cover

- Introduction
- **Simple** and **transparent** structures
- Work toward the **best ROI**
- **Acclimatise** to the market
- Make decisions **data-centric**
- Close the **skills gaps**



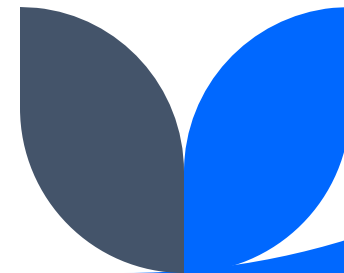
# Introduction

Success in Total Rewards is a balancing act:



# Simple and transparent structures

- Audit and Baseline
  - Redundancies and inequities
  - Restructure and redesign
- Review grading / levelling and architecture
  - Use a single evaluation model
  - Use more than one source of data
- Simple, Straightforward and Prepare for Transparency



# Work toward the best ROI

- Measure/Profile your workforce
- Move away from “one-size-fits-all”
- Embrace digital platforms/solutions
- Continuous employee engagement



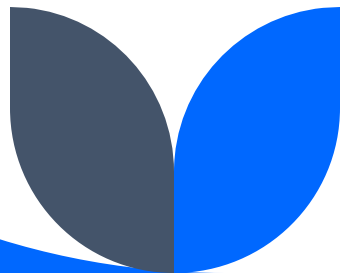
# Acclimatise to the market

- Look outside of your local area, but don't forget about it
- Assess whether your labour market has expanded
  - Geographically
  - Business Sector / Industry
- Evolve your Total Rewards strategy and programs
- Keep abreast of wider sets of market data
- Continue to adapt for key jobs and workers



# Make decisions data-centric

- Data needs to follow the three R's
  - Reputable
  - Reliable
  - Relevant
- Measure and Audit
- Use data to inform and support all decisions
- Data can make you even better



# Close the skills gaps

- Know yours and your teams' strengths and weaknesses
- Upskill and experience
- Continuous Professional Development (CPD)
- Work together, pool knowledge and resources
- Break down silos and get people to work together







# Questions for Discussion



# Thank you!

*Aaron Lloyd*

*Scan the QR to connect with me on LinkedIn*

[linkedin.com/in/aaron-lloyd-726a22134](https://www.linkedin.com/in/aaron-lloyd-726a22134)

