

Rewards & Incentives Schemes

Your challenge - What are typical situations in which you might require our assistance?

- Our reward programs do not always bring together the results expected or desired
- We use historic pay structures that no longer fit the strategy or culture of the organisation
- How can we use reward programs to accommodate the varying needs and interests of different generations with distinctly different needs and priorities?
- How do we ensure that our reward programs attract, motivate and retain our talented staff?
- With cost management imperatives and the competition for top talent increasing, how are we adapting our rewards programs to succeed in the current environment?

Our solutions - What can we offer?

- Support organisations readjust their focus so that rewards are managed as an investment, not as an expenditure
- Assist you in creating a reward roadmap and agenda, ensuring alignment with your strategic objectives and priorities
- Offer expertise services in designing bespoke Bonus & Commission Schemes, Salary Structures, Redundancy Schemes and Non-monetary Incentives
- Create a common direction, via the setting of key performance indicators and performance metrics at a functional level, aligned with the corporate objectives
- Leverage people's potential via aligning individual efforts to reward initiatives
- Establish a rewards dialogue with employees to provide input to program design, so as to accomplish buy-in and ownership
- You are worried about what your competition is doing? So are we. Hence, we utilise effective benchmarking techniques to ensure that you are one step ahead of your competitors
- Focus on rewards elements that are most likely to be effective in attracting, retaining and engaging key talent
- Our role does not end at the design phase. We support you in the delivery process, to ensure strong follow-through so that the benefits are felt from the top to the bottom line

If you don't drive your business, you will be driven out of business

What are the benefits of our approach?

- We are broad-based consultants, with deep industry skills and experience; our clientele ranges from small to large organisations and across sectors of all types
- We have the expertise needed to design a reward system that's right for your people and your business, short and long term
- We believe in best fit; each organisation has different objectives to achieve, different cultures to manage and different challenges to face
- We take a holistic approach, placing your reward programs in the wider context of other HR initiatives, such as your Performance Evaluation System and assess how each supports or inhibits each other
- Our objective is simple: measurable results - an impact on your business you can see, feel and track

Have you been rewarded for rewarding your employees?



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