



onecompensation
plan to win

From Low Performing to High Powered:

**How OneCompensation Targeted
Low Morale and High Turnover
with Game-Changing Strategy
and Creative Solutions**



Your emerging company can move forward with confidence that its compensation program is as fresh as its big idea.

Growing Pains: Losing Talent and Ground to the Competition



Growing Pains: Losing Talent and Ground to the Competition

This company was dealing with a problem that's common for a lot of young companies. While ambitious and in growth-mode, they had a 25% turnover rate, year-over-year. Obviously, the high turnover wasn't helping their reputation. Poor Glassdoor reviews on their working environment and morale meant that major talent was opting to go to major competitors, like Google and Facebook, instead. For a company that was trying to hire 30-40 employees each quarter, mostly in software development, this was a major problem.

Of course, this was a big problem caused by a lot of little ones. This company had really struggled to establish a clear rewards program, competitive compensation strategy, and budget goals. On top of that, they knew that they had to smooth out their processes for plan administration. They wanted to avoid all of the spreadsheet jockeying they had relied on in the past to conduct their focal review program, and to manage their core compensation data more efficiently.

Knowing that they were at a critical point, we stepped in to establish foundational programs and partner with them as a trusted advisor for their business needs.



OneCompensation Action: Analysis and Strategy



OneCompensation Action: Analysis and Strategy

This company contacted us because they knew we had experience in this market segment and could find solutions for their problems. Our method for working through this company's compensation issues meant first doing a systematic evaluation of current programs, pain points, and planning needs. Next, we tailored those solutions to fit the company's strategic goals, values, and culture.

Our market analysis helped us to find an informed answer to their compensation problems. First, we benchmarked 95 jobs. Previously, they had been relying on guesswork for pay and benefits, which meant they had put themselves at a disadvantage with their competition and caused plenty of internal tension. Our research gave them solid advice on base, bonus, and equity decisions for current employees and new hires. Now, HR could be more objective with substantiated data and guidelines that allowed them to create objective and competitive market-based programs customized for that particular company's pay methodology. With a new structure in place, HR now had the room to be much more confident and timely with needed decision support on employee pay, new hires, and retention pay adjustments to retain critical employees. Plus, we tailored our suggestions to compliment the company's unique goals, objectives, and culture.

The initial analysis had enabled us to solve some big problems, but it also revealed underlying issues that hadn't been apparent at first. We had a good understanding of their current jobs and competitive position, but we also took time to understand more about the company and resolve problems related to internal processes and dynamics. We addressed some of these problems by creating a priority action list to shore up retention issues and address FLSA needs. Making sure our solutions work smoothly for our clients is critical to what we do so for this company, we deployed our web-based tools that would allow them to improve their annual focal review process and pay data. Before, HR and management struggled to keep track of complicated information on a disjointed collection of spreadsheets. Now, with an interactive dashboard platform to manage metrics and information, decisions about pay and programs were effortlessly streamlined and simplified.

Impact and Outcomes: Competitive Strategy and High Morale



Impact and Outcomes: Competitive Strategy and High Morale

We always engineer our solutions to target the issues, but the outcome of our work is more than just “problem solved.” In this case, the company has a new lease on life and is poised for aggressive growth. We left them stronger, more agile, and able to move up to the next level. Because we realigned compensation dollars with their overall strategy, their turnover rates came down much closer to the industry average of 12%. Not only were they now able to meet their hiring targets, but our data-driven methods for making informed decisions also helped them to identify the best hires for both employees and executives. More importantly, our work made a big impact on the employees’ trust and loyalty to the company. Having clear, transparent policies created a positive culture between the employees and HR. Rather than operating as damage control, our work enabled HR leaders to act as innovative Agents of change dedicated to creating meaningful people programs.

We are trusted advisors to Silicon Valley's emerging companies as they design competitive programs and look for tools and support to help them grow their business to the next level. **OneCompensation** brings experience with Fortune 100 companies to work for you.



Happy employees. Robust growth. Competitive edge.
What can we do for you? Find out—contact us at: clifford@onecompensation.com