

How To Win the Talent Wars Without Overpaying

October 11, 2016
The webinar will begin at 12:30 p.m. CT



Carrie Cox, PHR, SHRM-CP Senior Organizational Development Consultant





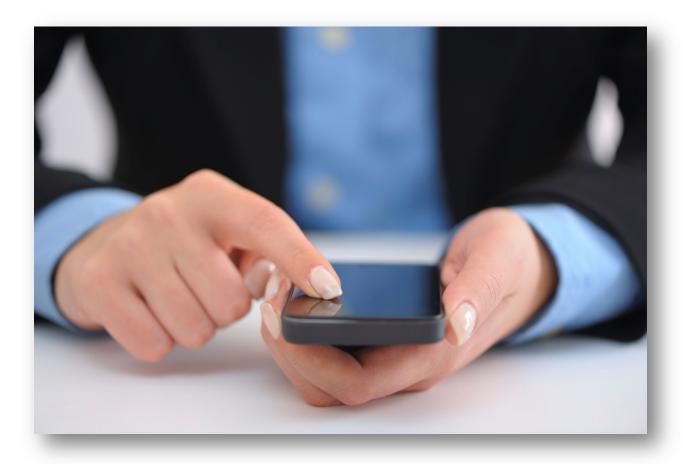
If you need HR or CPE credit, please participate in all polls throughout the presentation.





A recording of today's webinar will be emailed for your reference or to share with others.





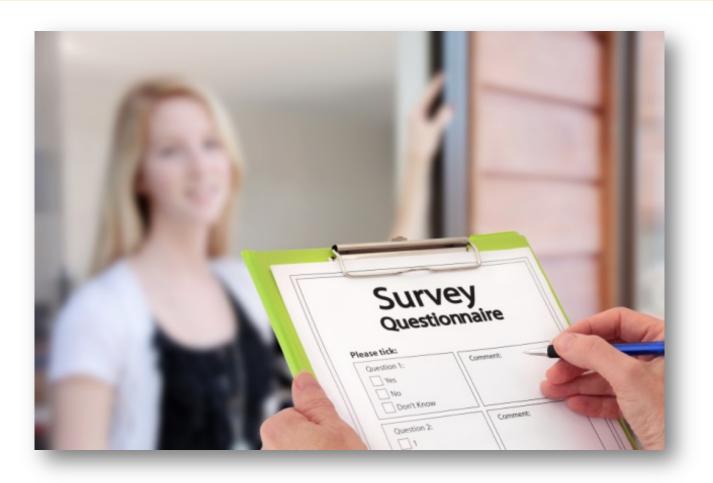
For best quality, call in by phone instead of using your computer speakers.





To ask questions during the presentation, use the questions box on the right side of your screen.





Please provide your feedback at the end of today's presentation.



About the Speaker



Carrie Cox, PHR, SHRM-CP
Senior Organizational Development Consultant

PHR and SHRM-CP certified

Thorough knowledge of human resources laws and best practices

Experience in a variety of HR functions



Agenda

- Review current trends in compensation
- Understand the different components of a total compensation package
- Consider different values generations place on compensation components
- Identify other currencies besides cash



Current Picture





Current Picture

- Economy improving, jobs on the upswing
- More of an employee's job market; more competition for top talent
- Slower economic growth and talent war pinching employers





At a High Level

Know your why

Engage current employees

Provide development opportunities



Total Compensation



Pay



Health & Welfare Benefits



Retirement



Paid Time Off



Other



Poll #1



What's Your Strategy?





The Generations







1946-1964
Want to work
Consultant roles
Slower growth
in wealth
Tenure 15 years

1965-1979
Work to live
Free agents
Negotiate own
deals
Incomes
disappointing
Tenure 5 years

1980-1997
Cooperation
Debt – student loans, housing
Loyalty
Family
Tenure 18-24 mo.

Poll #2





PAY

Pay



Short and Long-term Incentives







HEALTH & WELFARE

Health and Welfare Benefits



Health and Welfare Benefits





Poll #3





RETIREMENT

Retirement





Non-Qualified Plans

Deferred compensation

Executive bonus plans

Group carve-out plans

Split-dollar life insurance plans





PAID TIME OFF

Paid Time Off





Poll #4





OTHER

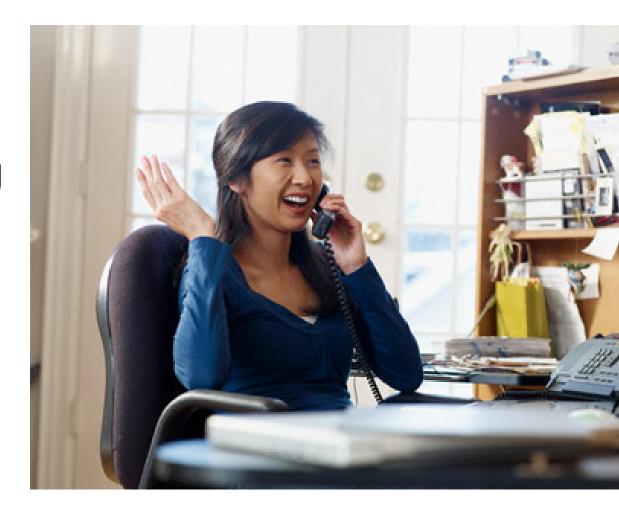
Learning and Development





Workplace Flexibility

Telecommuting Flex schedules





Other Perks

- Professional memberships and fees
- Personal loans
- Assistance with student loan repayment
- Matching charitable contributions
- Events tickets
- Food



Poll #5



Total Compensation



Pay



Health & Welfare Benefits



Retirement



Paid Time Off



Other



Thank you!

Carrie Cox, PHR, SHRM-CP

Senior Organizational Development Consultant

- □ Carrie.Cox@aghlc.com
- in www.linkedin.com/in/carriecoxHR
- @CarrieCoxHR
 - 316.291.4022

Check out our other webinars! AGHUniversity.com

Questions **NOT** related to today's content? mike.ditch@aghlc.com

