

How To Win the Talent Wars Without Overpaying

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The webinar will begin at 12:30 p.m. CT



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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!

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Senior Organizational Development Consultant

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