

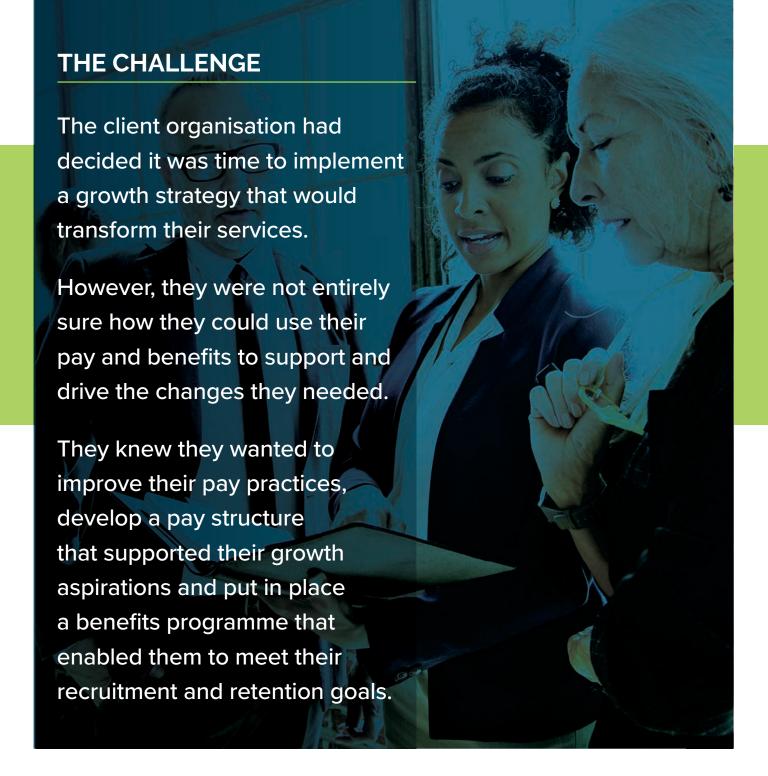


Ensuring that your reward strategy links to your organisation objectives is fundamental to ensuring that your pay and benefits are aligned to the business needs. Yet, less than 80% of organisations have an HR strategy, let alone link it to their reward approach.

Reward and recognition is a fundamental part of the employer contract and staff engagement can be driven or stopped by the wrong strategic approach. Getting staff engaged is about recognising their needs and wants and ensuring your employer value proposition (EVP) is set up to support this.

It is important to get this right for your business but delivering a strategy that aligns your reward with your corporate objectives and business goals needs commitment from within the business.

This case study shows how we worked with our client to ensure that they developed a strategy that meets their business goals.



WHAT DID RRM LTD. DO?

We worked with the Director of HR and the Executive Team to identify the key elements for their reward strategy and link these elements to their vision, goals and corporate values.







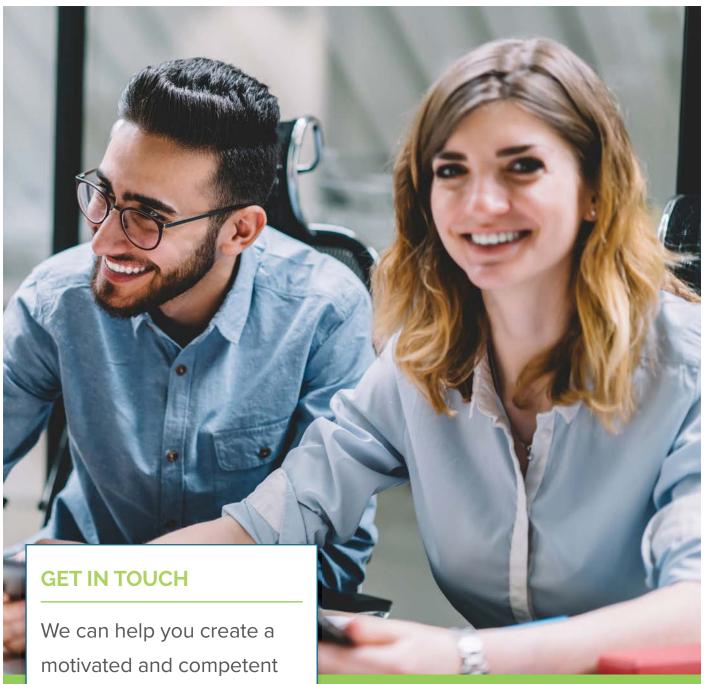
- Discussing and reviewing the 5-year business plan.
- Identifying key changes required and how reward practices can support/drive them.
- Reviewing current reward practices and policies to check for alignment.
- Creating a draft strategy for final approval with the Executive team.
- Developing 3 options for pay structures.
- Developing a proposal for improving the benefits programme.
- Presenting the outcomes in a report and at a Board meeting.



WHAT WERE THE OUTCOMES?



- We were able to present a report that clearly linked the proposed HR Strategy to the organisation's needs.
- Linking elements to the cultural values illustrated that pay and reward can help drive behaviours and outcomes that staff can identify with.
- The Board were happy to approve proposals that demonstrated a clear understanding of the proposed plans for the future.
- The strategy and revised structures were implemented within a year.
- Feedback from all across the business was positive and helped the organisation improve its Investors in People rating.
- The organisation was able to present relevant supporting information to the team and discuss their position with a high degree of confidence and certainty.



We can help you create a motivated and competent workforce by designing and implementing a Reward Strategy that is aligned to your organisation strategy and will support your objectives. Contact us to find out more.

REWARD RISK MANAGEMENT LTD.

Telephone: 07415 974004

Email: info@rewardrisk.co.uk

Company Registration No. 10226923

Registered in England and Wales

VAT No: 245409802

www.rewardrisk.co.uk