

# Effective Management

# Compensation

written by Lauri Moon | December 1, 2023

## **Compensation Trends and Compensation Management Strategies senior leaders (not just HR!) need to understand to help drive business outcomes.**

Amidst the volatile labor market in recent years, understanding compensation trends, pay transparency, and pay equity is crucial for senior leaders, extending beyond HR, to drive business success. The intricate nature of the labor market can make it challenging to discern its true state and compensation trends, often leading to conflicting information in news reports. In this webinar, you'll gain insight into prevalent compensation trends and learn a systematic approach for identifying your organization's relevant labor market.

Ultimately, business owners aspire to succeed by attracting, retaining, and motivating employees to deliver exceptional results, propelling company growth. This session will share fundamental principles for effective compensation management and introduce a thoughtful approach to pay that aligns with your workforce strategy. Additionally, we'll address common compensation regulatory challenges affecting small and mid-sized employers, shedding light on potential pitfalls to ensure compliance.

Smaller manufacturers frequently lack internal compensation experts due to their size, which can result in missed opportunities. Effective pay management is essential, as payroll costs often constitute a significant portion of an organization's expenses. This webinar will unveil the strategies employed by established organizations to manage pay, aiming to demystify these concepts, empowering you to implement them within your own organization.

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## HIGHLIGHTS

- Relevant Compensation Trends
- Key Elements to Effective Pay Programs
- Regulatory considerations for small and mid-size organizations.
- Structuring your pay programs to attract, retain and motivate employees
- Aligning pay to your business and workforce strategy
- Q&A

## WHO SHOULD ATTEND?

Owners, Executives, and Senior leaders across all functions

This is an opportunity to understand tenets of effective compensation management in an easy-to-understand manner from established HR & Compensation Professionals. You will walk away from the session with additional insight into things that you can do as small business owners (or leaders) to promote fair, equitable, motivating, and compliant pay.

## PRESENTERS

**Chris Brown** | Senior Compensation & HR Consultant | CCI Consulting



Chris has over 20 years of experience delivering people solutions across several disciplines within Human Resources, both domestically and internationally. This includes experience in compensation, talent management, organizational design, mergers & acquisitions, employee relations, talent acquisition, immigration, relocation, expatriate management, and process and system implementation.

He has experience working with public, private, and non-profit companies, ranging in size from small and mid-sized organizations to Fortune 500 companies. This

experience has been across a wide range of industries, including Healthcare, Pharmaceutical, Medical Device, Manufacturing, Professional Services, and Retail/eCommerce. Through this experience, he has learned that every company's business has unique challenges that must be understood before an effective solution can be developed or implemented.

He is passionate about creating customized workforce strategies and making these come to life through the development and implementation of policy, programs, and practices that lead to enhanced business performance and culture.

Chris holds a bachelor's degree in Psychology (Concentration I/O Psychology) from The College of New Jersey, and a master's degree in Human Resource Management from Rutgers University. He has passed the Certified Compensation Professional (CCP) and the Professional in Human Resources (PHR) examinations and has been published in Workspan Magazine.

**Susan McDonald** | MRC HR Forum Facilitator and VP Clients Services,  
CCI Consulting



Susan is a Business Development Executive working with C-suite and Senior leaders at small to mid-sized regional, national, and global firms to help address the unprecedented HR and people-centric complexities for today's employers. Susan is fondly referred to as CCI's "business athlete" because of her unique career background encompassing sales, operations, organizational development, retained executive search, career management coaching, branding & marketing as well as large scale project management. Susan has enjoyed bringing her critical & strategic thinking mindset to all continuous improvement efforts at CCI since joining the firm in 2008.

Susan helped MRC launch their HR Forum in 2021 and has been proud to serve as Facilitator of this executive group. CCI Consulting is a Full-Service HR Consulting firm and proud to be a MRC third party Partner bringing our HR and Organizational Effectiveness expertise and services to MRC's clients.

Prior to joining CCI, Susan successfully launched “Castlerea Consulting LLC,” a woman-owned talent acquisition firm. Susan’s operations management and organizational development perspective and experience differentiated her approach and search practice from her competition. CCI engaged Susan and Castlerea Consulting LLC as a strategic partner firm and quickly moved to recruit Susan to join the CCI practice and assume a senior level role with the firm.

Susan received her bachelor’s degree in marketing from LaSalle University. Susan currently serves as a Committee Chair for The Greater Valley Forge HR Association’s Career Management Roundtable and has served in various Board seats over the last 15 years. Susan was an original Board member serving on the Greater Philadelphia Foundation for Women Entrepreneurs which was established in 2009 to help NAWBO (National Organization of Women Business Owners) of Greater Philadelphia Chapter provide educational, leadership and research opportunities for both emerging and established woman entrepreneurs.

