

TISOMO CONSULTING GROUP

Total Rewards – HCM – Total Rewards

- **Customize Rewards Portfolios** – Employee voices ought to play a larger role in rewards innovation. Far too often, clients are surprised to find that they need to do a better job reflecting employee preferences. Our conjoint analyses and survey instruments enable clients to customize total rewards packages based on real, on-the-ground insights.
- **Keep Your Competitive Edge** – We will review your total rewards portfolio to ensure your pay mix is sustainable and gives you a leg up on the competition in every market where you compete.
- **Optimize Total Rewards** – Identify the rewards packages that best align with your company's goals and employee preferences so that your total rewards work for you.
- **Benchmark Total Rewards** – Know the impact of potential shifts in various components of the total rewards portfolio and calibrate pay and benefits that fit your company.

Career Frameworks – HCM – Total Rewards

- **Create Competency Models** – Build the essential framework for defining the skill and knowledge requirements for all of those positions, effectively defining what it takes for successful job performance.
- **Build a Sound Job Architecture** – Review your jobs to successfully standardize leveling criteria across functions, align career levels with the competitive market and provide a scalable model that accommodates future growth.
- **Develop Clear Career Paths** – Provide clarity on career opportunities by developing consistent promotional practices to support successful development and professional progress.
- **Align Your Career Levels** – Get a pulse on how your jobs are organized compared to the market and ensure alignment by benchmarking to the peer group that's right for you.

Job Architectures

- **Audit Your Job Levels** – When you're ready to implement a new HRIS system, we'll work with you to review all of your job levels and create a consistent, unified approach to defining those levels, job codes and titling conventions across the company.
- **Create a Database** – Make a master catalogue of job codes and job descriptions that is easily transferrable to the go-forward HRIS system.

Staff Augmentation – HCM – Total Rewards

- **Fine Tune Your Compensation Program** – Salary structures, merit planning, ensuring equity in pay decisions—whether you need us to do it all or just need a helping hand on a tight deadline, we can help.
- **Audit Your Jobs on the Fly** – Create a master catalogue of job codes and job descriptions that is easily transferrable to the go-forward HRIS system, then let us help you implement the changes.
- **Get Guidance on the Spot** – Let TCG'S experts answer your pay and people-related questions and offer valuable insights to guide you toward the decision that's right.

Advanced Analytics - HCM – Compensation Planning

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The [TISOMO Global Workforce Analytics](#) platform allows participating clients to benchmark workforce design and critical sales metrics like never before. Our analyses have helped clients identify where their sales organizations are over-leveled and inefficient, and where they lag behind peers in deploying sales talent around the globe. We can answer questions like:

- Do we have too many layers of management for a company of our size?
- Is our ratio of managers to individual contributor high relative to the market?
- Is the mix of our field to inside sales, or sales to pre-sale engineers appropriate given our company's industry and stage of growth?
- When we double in size and add two more products, how should we structure our sales organization?

From pinpointing cost control issues to planning for growth, our analytics help clients make the most of their investment in sales talent.

Sales Compensation HCM – Total Rewards

Your sales team exists to drive revenue growth, but it needs to be profitable at the same time. We help companies maximize their sales force investment through competitive benchmarking, incentive plan assessments, incentive plan design, sales plan implementation and advanced sales metrics.

Sales Plan Implementation – HCM – Total Rewards

Any change to an employee pay program, no matter how well-crafted, can backfire if it's implemented poorly. And when it comes to your sales team, it can result in stalled growth and a spike in cost of sales. Yet, at the same time, when a new sales incentive plan is implemented with care, it can restore focus and renew profitable growth. With years of plan design and implantation experience, we understand the principles behind an effective rollout.

We'll guide your team through every step of the process— from creating and confirming your communications strategy to building and managing your implementation plan to developing documents and monitoring engagement. We can also help train your managers to deliver a consistent message on the benefits of change. Our deliverables typically include:

- A communications strategy and road map;
- Comprehensive plan documents, including program terms and conditions;
- Management training presentations; and
- Incentive earnings calculators.

Benchmarking and Competitive Assessments

Sales Compensation Benchmarking

Successful benchmarking efforts start with defining your own standards for pay and performance, and then finding quantitative market data to determine how your company stacks up against its internal definitions of success. Our consultants bring a disciplined approach to identifying the best measures of sales compensation

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effectiveness for your business, and then leverage TISOMO's access to multiple salary surveys and bring highly targeted, data-driven insights to the table. We help clients understand where pay levels are headed, assess the prevalence of key plan design practices and drive strong links between pay and performance.

Comprehensive Competitive Assessments

If you're concerned about the overall health of your sales compensation plan or the performance of your sales team, it's time for a comprehensive competitive assessment. Our competitive assessments are designed to help business leaders look beyond metrics to identify the underlying causes of declining sales team performance— including, trouble attracting, retaining and engaging talent, disconnects in pay and performance results and the climbing cost of sales. With every assessment, we deliver a comprehensive report summarizing our methodology, key observations, and recommendations and implications for potential sales compensation plan changes.

Incentive Plan Assessments

Assessing the competitive positioning of pay levels is only one aspect of an effective sales incentive plan. To gain a complete view of the effectiveness of your incentive plans, you must also understand the degree to which your plans are engaging, performance-driven and strategically aligned. Our assessment process starts with understanding your company's model for growth and go-to-market strategy. We then engage with your leadership team to gain a cross-functional perspective on sales force effectiveness, and the role sales compensation should play in helping to achieve strategic goals.

From there, we evaluate all of your sales and customer-facing roles for alignment with your business' growth plans and go-to-market strategy, using management interviews and our extensive experience in sales job architecture as guideposts. This work also often includes surveys and interviews with members of the sales force to validate roles, test engagement levels, and gather feedback on sales compensation effectiveness.

Our consultants will also analyze your company's historical data, at both the employee and business level to examine pay-and-performance relationships relative to business goals. This phase of work can include a thorough comparative analysis of your company's pay and incentive plan design practices relative to a custom peer group selected from TISOMO's global Sales Incentive Plan Practices Survey.

At the end of the day, our multi-phase assessment will help your business identify gaps and build a data-driven, fact-based case for change. We will also meet with your leadership team to discuss our findings and the implications of recommended changes, plus start the process of facilitating buy-in from key parties, including HR, finance, sales leadership, and sales operations.