

Strategic Compensation

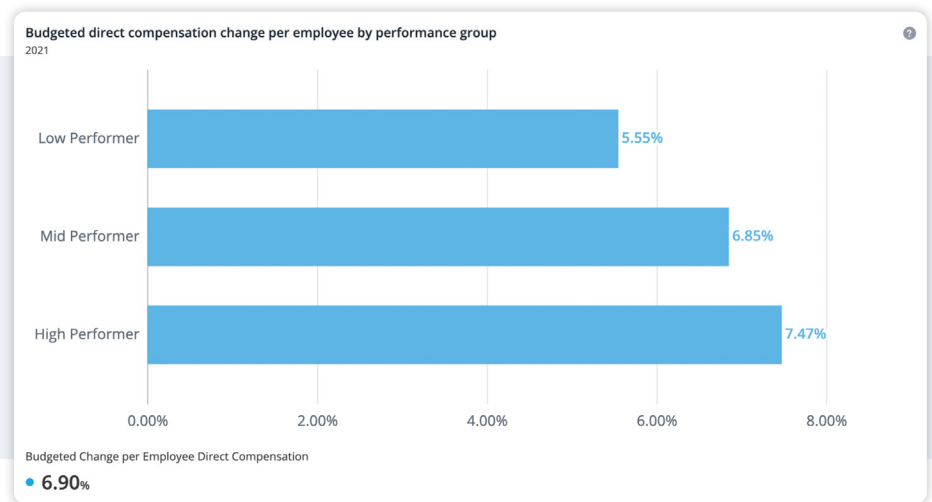
Visier NOW™, for today's most urgent workforce challenges

Inflation, retention challenges, and a shift to remote work has put your compensation strategy to the test. A thoughtful compensation plan matters more than ever before and you need to figure it out, sooner rather than later. Make compensation decisions that pay; with increased attraction, retention, and productivity, and reduced turnover and recruiting costs.

When you can get the right answers, you can take the right action.

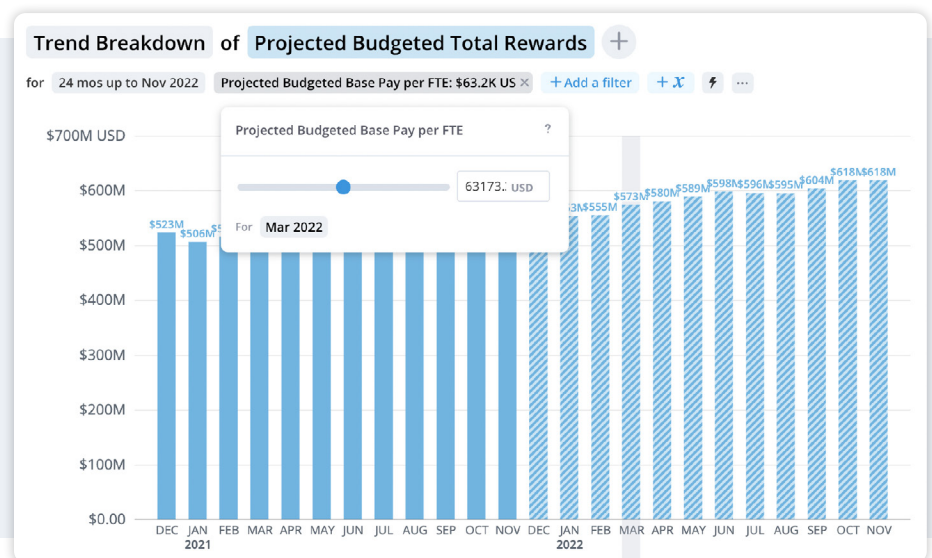
Ask: Is our current pay strategy retaining top performers or people in critical jobs?

Act: Allocate compensation budget where it will have the biggest difference by identifying exactly which jobs or people should benefit from increased compensation.



Ask: How much will proposed changes to your compensation structure cost based on projected headcount. How much do you stand to save with reduced turnover and increased productivity?

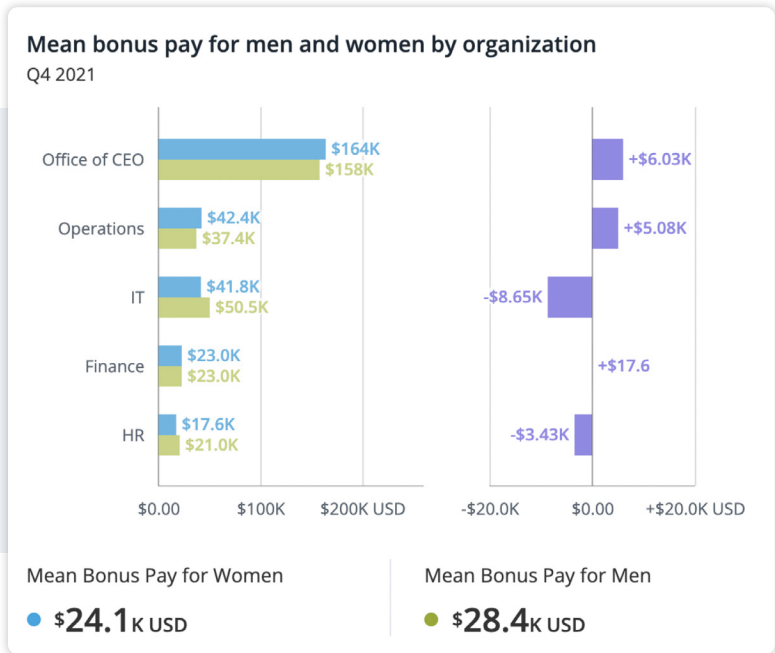
Act: Find the right balance between investment and savings in your workforce, and accurately budgeting compensation.





Ask: Do we pay people fairly or is there inequality hiding behind our rewards or job structure?

Act: Standardize jobs so that people are paid fairly for the work they do and change policies that penalize internal mobility or allow for inequitable pay through variable compensation.



Get Business Results

Providence Health used Visier to confirm not just that retention could be improved by paying more, but which groups would respond best, and by how much. Using the estimated costs of turnover and calculating the cost to adjust salaries in the targeted groups, Providence estimates the company could save \$6 million per year.

- Retain high performers and in-demand talent to stay on target towards your goals
- Reduce costs and productivity losses due to regrettable employee turnover
- Attract smart talent with competitive compensation packages that stand up to scrutiny

Partner with experts to deliver real change

Visier People is uniquely suited to help you make strategic compensation decisions by uniting all of your compensation data with the data that you need to help you inform your decisions—performance rating, risk of exit, and labor market insight. The solution is ready to use and our team of experts is available to help you use it well with:

- Guidance at every step to create the solution that suits you
- Tailored support to meet your needs during your relationship with us
- Change management resources for a data-driven people management function