

Total Rewards Roadmap

Featuring the Wx Scorecard

Provide Pay, Benefit, and Work/Life Programs That Your People Will Love

CompTeam offers a detailed roadmap that evaluates the compatibility of your current reward programs with employee needs and organizational objectives. Our assessment helps you understand the best mix of compensation and benefits to retain top talent and attract potential candidates.



What is the Wx Scorecard?

The Wx Scorecard is a customizable strategic evaluation tool that provides a deep dive into your current talent, compensation, and benefits programs. It assesses whether these programs align with your company's goals and the expectations of your employees, ensuring that they deliver optimal value to your people.

I feel energized when working.	117	78%	15%	7%	0	+10	+10
I intend to stay with YourCo for the next year.	116	76%	20%	4%	0	-4	-4
My benefits are competitive compared to other organizations	117	75%	21%	4%	0	+13	+17
The benefits at YourCo meet my needs	117	74%	15%	11%	0	+1	+5
I believe my pay is fair and is not influenced by my race, religion, gender, age, or other factors not related to my contribution to YourCo	115	63%	23%	14%	0	-	-
I have a clear understanding of what I can do to earn more recognition for my contributions to YourCo	116	34%	28%	39%	0	-	-
I understand how pay decisions are made at YourCo	117	30%	27%	43%	0	-33	-35
My salary is competitive to other organizations.	117	26%	22%	52%	0	-21	-22



Key Features of the Wx Scorecard:

- 1. Employee Value Proposition:** Through the Wx Scorecard, we break down the essential factors that your people value the most. We measure how well your current offerings meet these needs, determining areas where your organization exceeds or falls short.
- 2. Competitive Evaluation:** Gain insights into how your rewards programs stack up against industry competitors. Discover what works, what doesn't, and we will create a path for the future.
- 3. Phased Rollout Plan:** Implement improvements with confidence through our structured phased approach. Each phase is designed to enhance your compensation and rewards philosophy incrementally.

Here are the key deliverables:

- 1. Report on Current Offerings:** A dashboard detailing the strengths and weaknesses of your pay and benefit programs. It identifies how well these programs align with employee needs and your business goals.
- 2. Recommendations for a Total Rewards Approach:** Based on the Wx Scorecard results, CompTeam will suggest strategies to optimize the company's total rewards system. This may involve adjusting compensation structures, enhancing benefits offerings, and aligning these elements with overall business strategy and employee expectations.
- 3. Rollout Timeline:** A strategic implementation plan is provided which may be a multiyear approach.
- 4. Presentation:** In addition to the written report, CompTeam delivers a presentation that visually and verbally communicates the findings, recommendations, and planned initiatives.

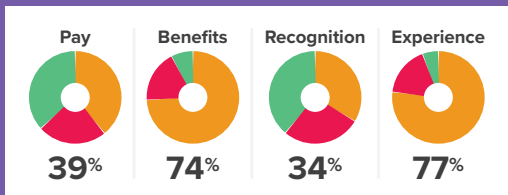
These deliverables ensure that the client not only understands the current state of their employee programs but also receives clear, actionable advice on how to effectively motivate, engage, and reward their workforce to align with strategic business objectives.

Benefits of Implementing a Total Rewards Strategy:

- ✓ **Enhanced Employee Motivation and Retention:** Align your company's vision with employee roles, empowering your workforce and ensuring that every member is driven toward common goals.
- ✓ **Leadership and Communication:** Build trust within your teams and enhance leadership effectiveness by ensuring clear communication of company objectives and recognizing individual contributions.
- ✓ **Cultural Fit and Development:** Foster a work environment that resonates with your employees' values and aspirations, promoting personal and professional growth.

Wx at a Glance - 83% participation (118 of 142 respondents)

The overall experience of working at YourCo is positive but Pay and Recognition are improvement areas.



Heat Map ⓘ

Comparison:

Break Out:

YourCo Overall

Department V

Response Counts	YourCo Overall	Operations	Sales	HR	Finance	Marketing	IT	Legal	Customer Service
I have a clear understanding of what I can do to earn more recognition for my contributions to YourCo.	34%	54%	25%	0% V	22%	33%	20%	41%	43%
I believe my pay is fair and is not influenced by my race, religion, gender, age, or other factors not related to my contributions to YourCo.	63%	85%	67%	50%	56%	75%	80%	44%	50%
My salary is competitive compared to other organizations.	26%	23%	50%	20%	22%	17%	47%	14%	0%
My benefits are competitive compared to other organizations.	75%	100% ^	83%	80%	67%	83%	60%	57%	86%
The benefits at YourCo meet my needs.	74%	100% ^	92%	80%	56%	75%	67%	57%	57%
I feel energized when working.	78%	100%	58%	50% V	100%	92%	67%	86%	43% V
I intend to stay with YourCo for the next year.	76%	100% ^	58%	80%	89%	75%	53%	74%	57%
I understand how pay decisions are made at YourCo.	30%	46%	50%	20%	22%	25%	20%	18%	29%



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Take the First Step Towards Organizational Excellence

Let CompTeam guide your company to strategic success through exceptional talent management and reward systems. [Schedule a free consultation](#) today, call 925-596-0147 or email sam@compteam.net.

Engage, energize and elevate your employees and your company.