



TOTAL REWARDS BUILDER



WHY TOTAL REWARDS?

- People (Humans) make organizations run
- Clarity around what the culture values is key
- The Right People make organizations innovate and thrive

A Total Rewards Strategy is a system implemented by a business to create a mutually beneficial work environment that supports, develops and attracts the right people to foster the desired culture.

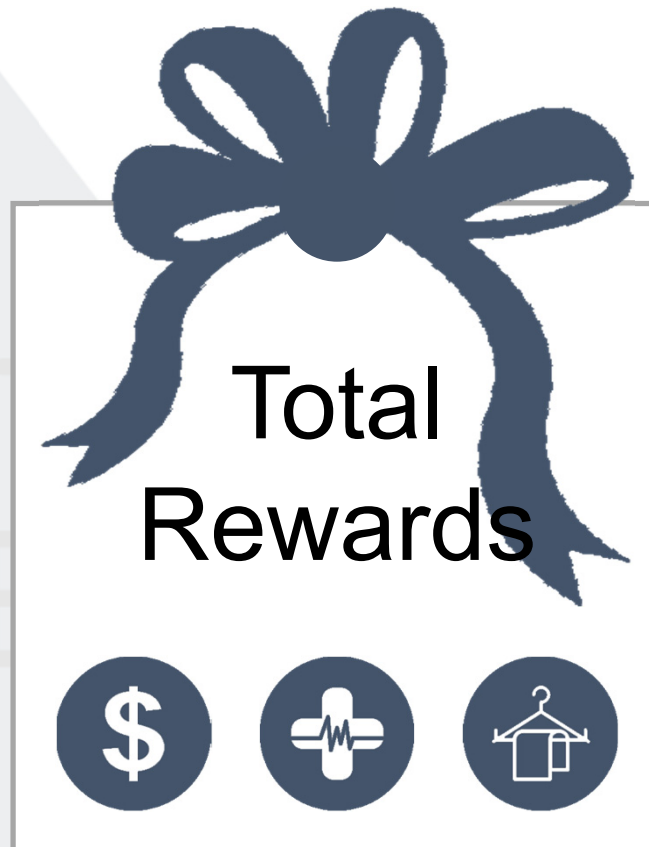
“Our employees are some of our best guests” so we “wanted to treat our employees as consumers”

– *Disney*

VALUE OF TOTAL REWARDS

EMPLOYEE: perceived value of employment relationship

EMPLOYER: Strategy to attract, motivate and retain employees



BENEFITS:

- Healthcare and other health-related benefits
- Tuition reimbursement
- Retirement plans
- Paid time off
- Life insurance
- Student loan forgiveness
- Flex time
- Remote work
- Onsite laundry

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COMPENSATION:

- Salary
- Bonus
- Commission
- Performance Incentives

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Culture

Language – Beliefs – Behaviors

Describe Attributes of Current Culture:

Describe Attributes of Desired Culture:



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Compensation Strategy

Who do we want to attract? List attributes. Be specific.

What do we want to reward? Be specific.

Should our Compensation be Above, Below or Middle of the Market?



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Attributes

Total Reward Attribute Considerations:

- Strategic
- Relevant
- Transparent
- Approachable
- Unique & Creative
- Honorable
- Innovative
- Traditional

List your Total Reward Attributes:




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Philosophy

Create your Total Rewards Philosophy:

Example Total Rewards Philosophy:

1. Our Total Rewards approach will motivate our team members and help them align with our organizational strategy
 2. The Total Rewards will be clear for all team members and reflective of an ever-changing workforce environment
 3. Our Total Rewards approach will honor our core values
 4. The rewards will be based on our unique attributes as a company
 5. The rewards will attract a diverse group of talented team members to our company
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Implementation

		Target Date	Who is Owning?
<input type="checkbox"/>	Compensation Survey/Study		
<input type="checkbox"/>	Define Total Rewards Philosophy		
<input type="checkbox"/>	Educate leadership team and supervisors/managers		
<input type="checkbox"/>	Train on new Total Rewards Strategy <ul style="list-style-type: none"> • Who should know “what” by “when” 		
<input type="checkbox"/>	Implement across organization <ul style="list-style-type: none"> • Identify key influencers and meet prior to roll out 		
<input type="checkbox"/>	Over communicate and integrate throughout entire organization		
<input type="checkbox"/>	Respond quickly and clearly to questions		

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Benefit Ideas

Traditional

- | | |
|--|--|
| <input type="checkbox"/> Retirement Plan | <input type="checkbox"/> Tuition Reimbursement |
| <input type="checkbox"/> Paid Time Off | <input type="checkbox"/> Profit Sharing |
| <input type="checkbox"/> Holiday Pay | <input type="checkbox"/> Mobile Phone or Phone Allowance |
| <input type="checkbox"/> Life Insurance | <input type="checkbox"/> Short-term Disability |
| <input type="checkbox"/> Sick Leave | <input type="checkbox"/> Long-term Disability |

Unique

- | | |
|--|--|
| <input type="checkbox"/> Onsite Laundry | <input type="checkbox"/> Grocery/Meal Delivery Service |
| <input type="checkbox"/> Free Food at Work | <input type="checkbox"/> Onsite Childcare |
| <input type="checkbox"/> Onsite Gym
Fitness Classes | <input type="checkbox"/> Maternity & Paternity
Paid or Leave |
| <input type="checkbox"/> Free Onsite Haircuts | <input type="checkbox"/> Vacation Gift or Bonus |
| <input type="checkbox"/> Flex Time/Schedule | <input type="checkbox"/> Sabbatical |
| <input type="checkbox"/> Onsite Wellness Clinic | <input type="checkbox"/> Student Loan Reimbursement |
| <input type="checkbox"/> Dogs at Work | <input type="checkbox"/> Identity Theft/Credit Protection |
| <input type="checkbox"/> Digital Sunset/Sunrise | <input type="checkbox"/> Barista/Café (free to employees) |
| <input type="checkbox"/> Pet Insurance | <input type="checkbox"/> Dry Cleaning Pick-up & Delivery |
| <input type="checkbox"/> Auto Assistance Program | <input type="checkbox"/> Package Mail & Delivery |
| <input type="checkbox"/> Massage Therapy | <input type="checkbox"/> On-staff Chef/Nutritionist |
| <input type="checkbox"/> Travel Concierge | <input type="checkbox"/> Special Occasion Concierge
(birthday gifts, anniversary gifts, etc.) |