

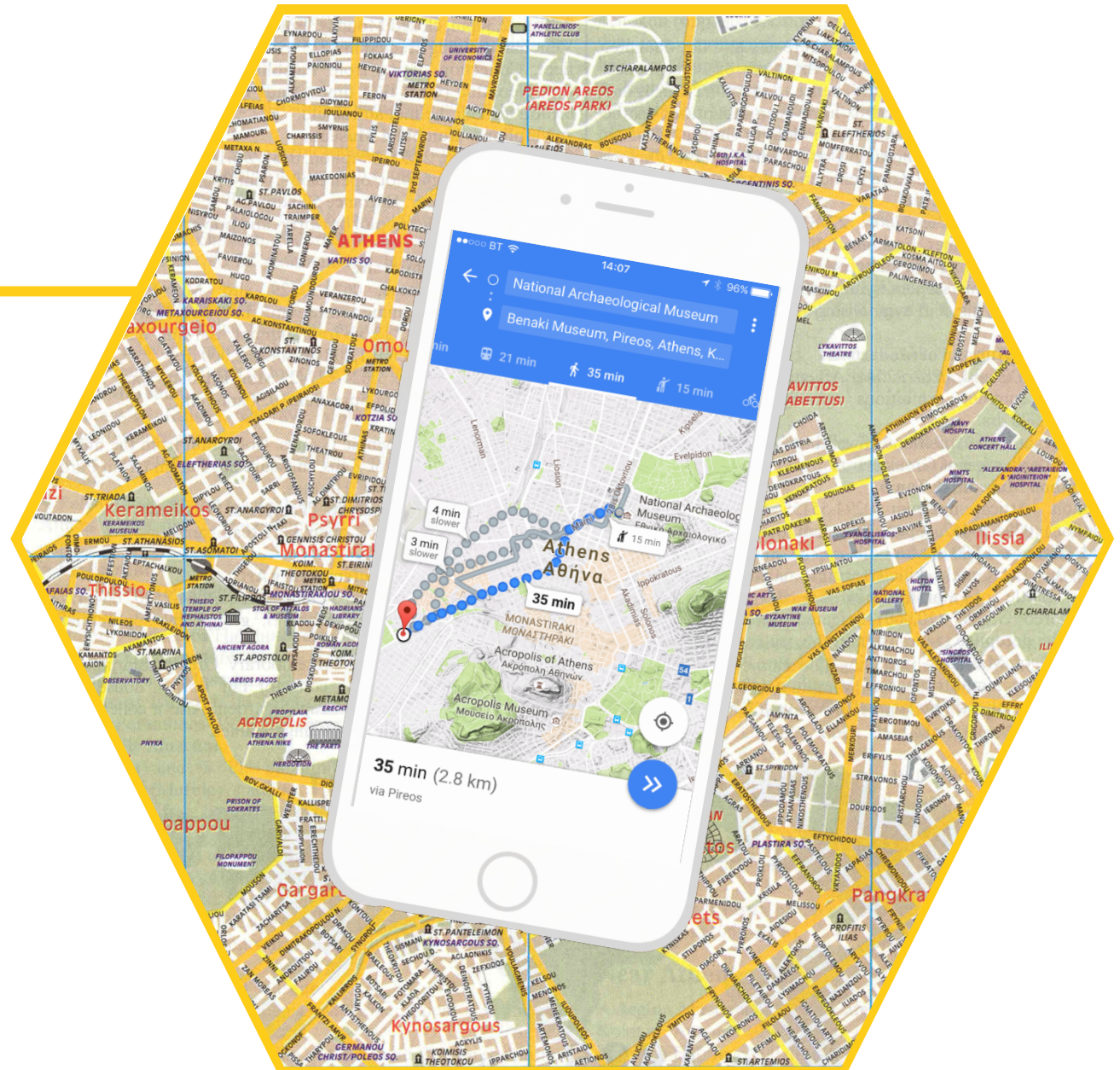


CREATING HIGH
IMPACT REWARD IN FAST
GROWTH BUSINESSES

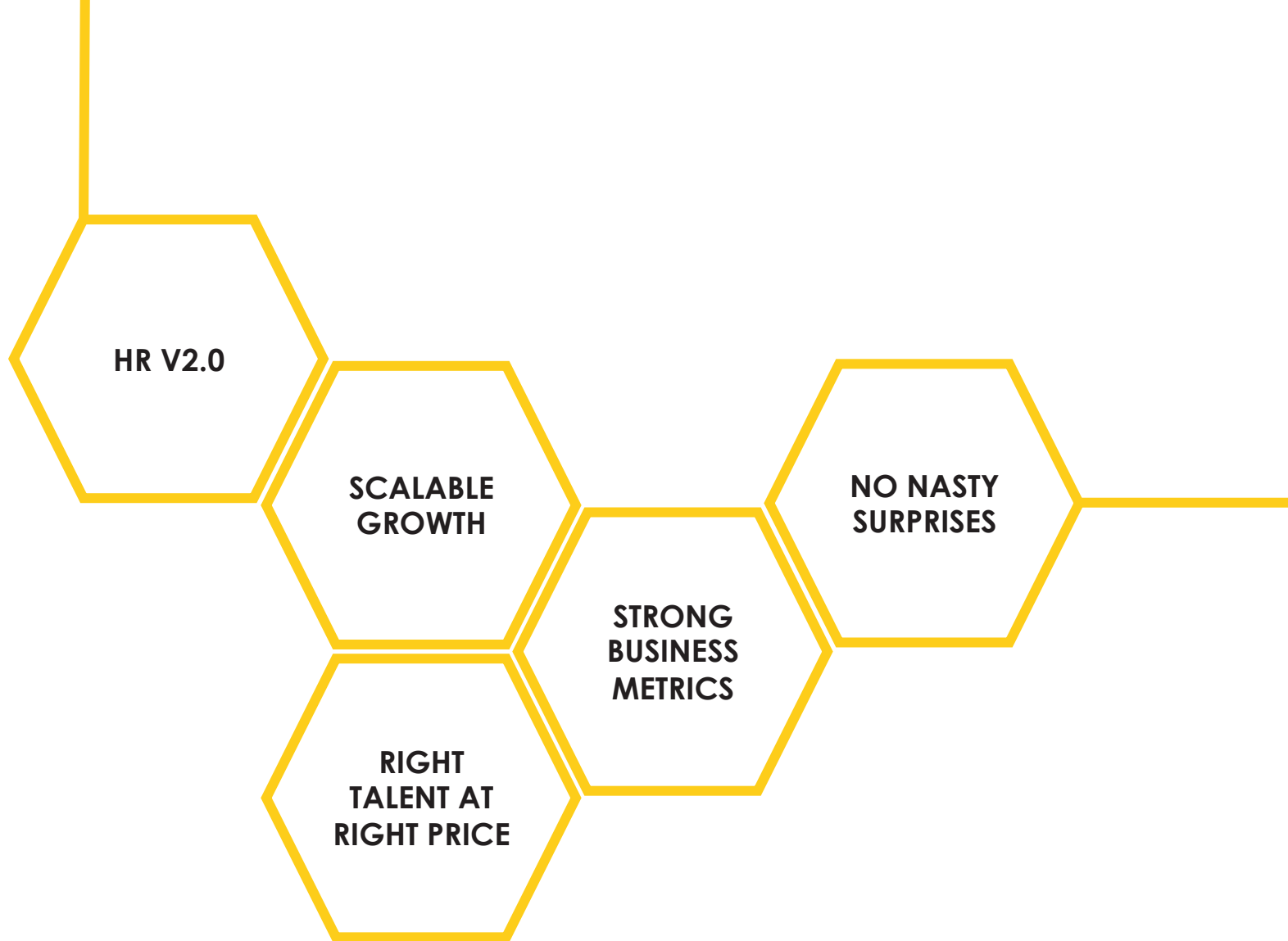


**WHY FAST
GROWTH
IS
DIFFERENT**

BE THE APP
NOT THE
MAP



HR V2.0



**SCALABLE
GROWTH**



LEAPFROG

EVALUATE / RESULT

You can evaluate a new role here. Complete the role details and answer the statements under each factor to complete your assessment.

ROLE DETAILS

1. **EXPERTISE**
TRANSLATE

2. **COMPLEXITY**
TRANSLATE

3. **IMPACT**
TRANSLATE

4. **INFLUENCE**
TRANSLATE

5. **RESOURCE**
TRANSLATE

RESULT
TRANSLATE

OVERALL RESULT: TRANSLATE

TRANSLATING STRATEGY & MANAGING CHANGE

At this level a role takes the strategic direction of the organisation and translates into specific tactical plans to meet the gaps in the current offering and to develop new ideas, so that the business can evolve. This will require planning, costing and negotiating new developments, re-structuring people's skills, negotiating and managing budget and managing the change processes.

ACCEPT THIS EVALUATION?

YES

NO

ASSESSOR'S NOTES

Assessor's comments are compulsory and provide context for future assessors

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**RIGHT
TALENT AT
RIGHT
PRICE**



MARKET ALIGNMENT COSTS

FTE SALARY



ACTUAL SALARY

LOWER QUARTILE					MEDIAN		UPPER QUARTILE			
REPORTING GROUPS	INCUMBENTS	INCUMBENTS BELOW	COST TO MOVE TO LOWER QUARTILE		INCUMBENTS WITHIN	COST TO MOVE TO MEDIAN		INCUMBENTS ABOVE	SPEND ABOVE UPPER QUARTILE	
Total from groups	139	1	£158	0.72%	33	£120,050	23.74%	32	£106,639	23.02%
Corporate	3	-	£0	0.00%	1	£442	33.33%	-	£0	0.00%
Customer Care	9	-	£0	0.00%	-	£0	0.00%	-	£0	0.00%
Dispatch, Ops & Engraving	10	-	£0	0.00%	2	£8,343	20.00%	-	£0	0.00%
Finance	4	-	£0	0.00%	3	£12,735	75.00%	1	£1,015	25.00%
IT	5	1	£158	20.00%	2	£11,316	40.00%	-	£0	0.00%
Marketing	14	-	£0	0.00%	6	£16,413	42.86%	-	£0	0.00%
Merchandising	4	-	£0	0.00%	1	£3,070	25.00%	-	£0	0.00%
Product	8	-	£0	0.00%	3	£9,969	37.50%	3	£7,601	37.50%
Quality Control	8	-	£0	0.00%	3	£8,067	37.50%	-	£0	0.00%

PAYLAB™

MARKET POSITION OVERVIEW

BASE PAY



TOTAL CASH

OVERALL MARKET POSITION **15.89%**

BELOW RANGE

0.72%

INCUMBENTS WHO FALL MORE THAN 10% BELOW THE
MEDIAN RANGE

WITHIN RANGE

76.26%

INCUMBENTS WHO FALL WITHIN 10% OF THE MEDIAN RANGE

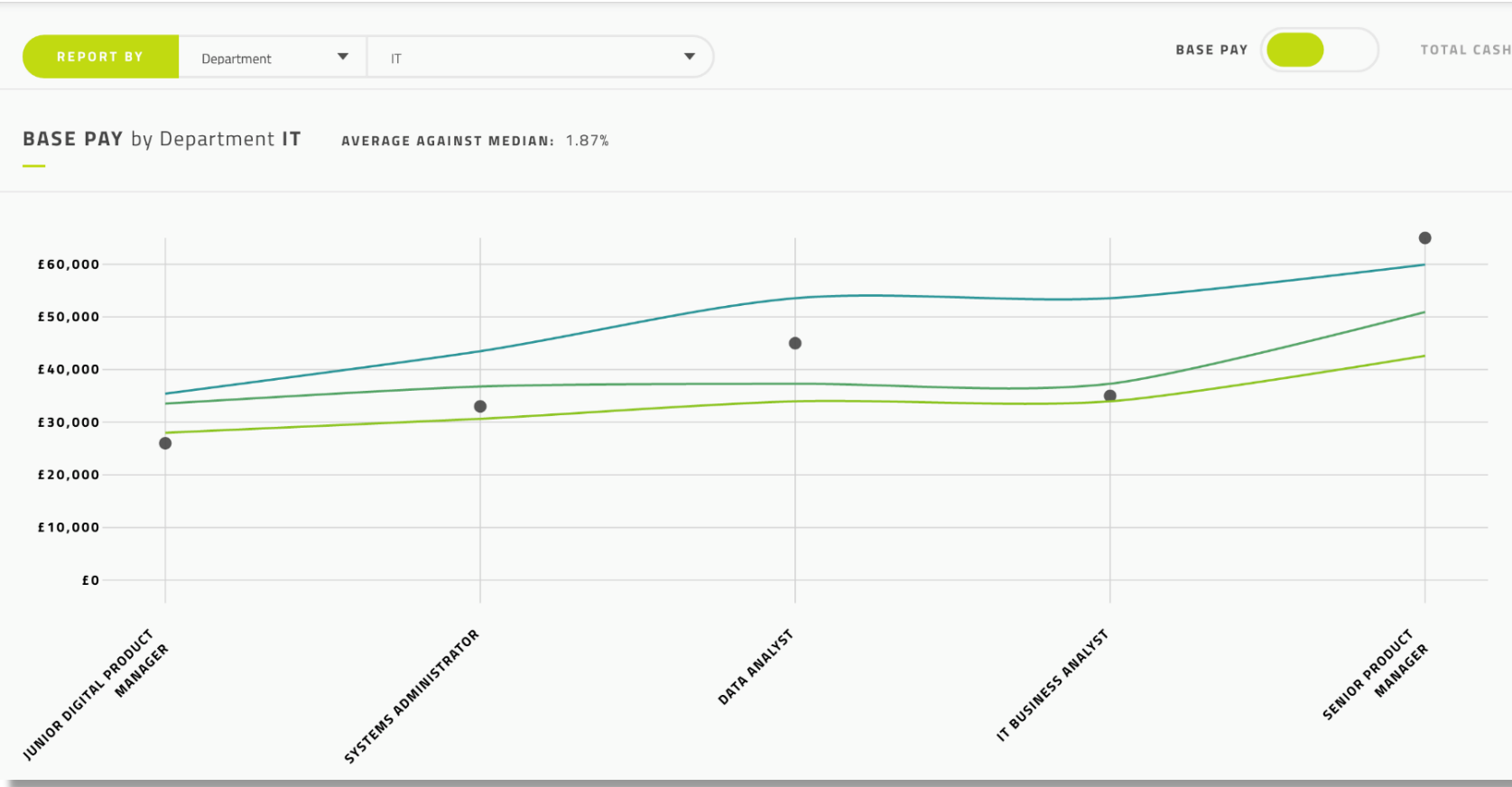
ABOVE RANGE

23.02%

INCUMBENTS WHO EXCEED MORE THAN 10% ABOVE THE
MEDIAN RANGE



PAYLAB™





**STRONG
BUSINESS
METRICS**

**NO NASTY
SURPRISES**





**APPLY HR
V2.0 TO
GENDER
PAY**

INSIGHT

**ADDING
VALUE**

HR V2.0

**SCALABLE
GROWTH**

**RIGHT
TALENT AT
RIGHT PRICE**

**STRONG
BUSINESS
METRICS**

**NO NASTY
SURPRISES**



**LET'S CONTINUE THE
CONVERSATION...**

GET IN TOUCH...

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