Our pay practice primer workshops are designed to help you train up and get ready to tackle some of today's toughest problems. Focused on relevant challenges, each workshop shares comprehensive strategies and ensures thoughtful discussion around these hot topics enabling you to move beyond learning and into doing. Primer workshops do not require a Payscale product subscription for attendees.

**Strong Foundations: Developing Competitive Pay Structures**

PRODUCT & AUDIENCE: Payscale product not required – open to all!

**Time:** 10:00am Pacific Time

**Workshop Cost:** $325

(Eligible for Workshop Bundle)

**Capacity:** 50

For most organizations, having access to market data alone is not enough to manage and scale their business. By creating pay structures, they can better establish guidelines around budgeting and pay decisions that are more sustainable over time. Even better, when done well, structures enable external competitiveness, internal equity, and better financial control for compensation costs. Who wouldn’t want that?

This workshop reviews the commonly used types of pay structures, how to choose the right option for you, and the impact of pay structures on remote work, hiring, and engagement in this challenging business environment. We’ll then work through creating job-based ranges and grade-based structures, the top two used structure-types as well as discuss best practices and key considerations to make when rolling out your pay structure and its future evolution.

**Ready for Game Day: Prepping for Fair Pay**

PRODUCT & AUDIENCE: Payscale product not required – open to all!

**Time:** 8:00am Pacific Time

**Workshop Cost:** $325

(Eligible for Workshop Bundle)

**Capacity:** 50

Pay equity is a complex issue, with potential for multiple definitions depending on the type of business, industry, or location you operate within. In fact, two-thirds (66%) of participants from Payscale's 2022 Compensation Best Practices Report share they are either planning or currently amid a pay equity initiative at their org.

If you’re not one of them, we invite you to join this Pay Equity Primer workshop. Your session will begin with an equity bootcamp, ensuring terms and common phrases are well understood before moving into game planning. Participants will explore strategies around advocating and goal setting for equity analyses to include preparation, considerations, and communication.
Good, Better, Best: Creating Job Description Programs that Help You Win

Job descriptions bring businesses together. They serve as a foundational element to any organization by aligning compensation, recruiting, compliance, leadership and other teams to ensure your business operates successfully and with integrity. But if they’re not managed well, it can be difficult to see any return on the time and investment you spend putting them together.

This workshop will begin with a review on what makes for a good description and why that information matters, but the bulk of the session will focus on ways to create a more holistic program around maintaining job descriptions. Designed mainly for HR teams who are looking for strategies on what stakeholders to involve and when, solutions for standardizing policies and processes, and naming and improving the impact of job descriptions across your business.

Product & Audience: Payscale product not required – open to all!
Time: 12:00pm Pacific Time
Workshop Cost: $325
(Eligible for Workshop Bundle)
Capacity: 50

Game On: Rolling Out Your Comp Plan

This workshop is for HR & Comp teams looking for a practical guidance playbook on rolling out their pay strategy and structure within the organization. Combining best practices around communicating pay, establishing transparency, and policy creation, this session dives into the critical steps between finalizing your pay decisions and when and how you deliver them to employees. Great for organizations looking to bridge that gap between managing their internal HR work and sharing outcomes with their wider audience.

Product & Audience: Payscale product not required – open to all!
Time: 12:00pm Pacific Time
Workshop Cost: $325
(Eligible for Workshop Bundle)
Capacity: 50
A Winning Playbook: Creating a Smart Comp Plan

Ready to compete but don't have a game plan? This beloved workshop has you covered! Train up on critical items such as developing a compensation philosophy and market strategies that help you win plus dive into best-practices around establishing effective pay structures and communication practices that lead the competition. Participants will work through a playbook during the session to map out their goals, roadblocks, and general strategy plans to ensure they are ready come game-time.

The Right Equipment: Prepping Your Managers and the Org for Effective Comp Conversations

Everyone wants to get paid but why is it so hard to talk about compensation? It's even harder when you don't have the right tools or data to deliver your messaging. This workshop is designed for HR & Comp teams who are ready to establish their pay transparency philosophies and dive into what great comp communication looks like from the Execs to the first-line managers.

Covering the what, why, who, and how of comp communication, this session will help your strategy take shape, determine your key audience groups, and methods to ensure your program is delivered with confidence and ease.
Become the Play Caller: Establishing Comp as a Partner to the Org

This classic workshop helps you answer the question, "What’s next?" Meaning after you’ve established the foundations of your comp program such as strategy or pay structure, how does HR continue to use compensation to impact the organization?

This includes strategies for growing in your comp career while securing a seat at the decision-making table and ensuring internal alignment. We’ll also cover key report-types for communicating the state of comp and how to make progress on leadership buy-in for next steps such as increases or equity analyses.

Managing Up: Creating a Comp Calendar that Works for Everyone

"I'll get to that in my free time..." said no HR person ever. Are you constantly feeling reactive, or do you ever feel like you’re running to catch up or simply moving from one project to another? If you find yourself with no down-time or space to work on important initiatives this workshop is for you! Join us as we review key results and tangible outcomes from establishing an effective compensation calendar that works across the business.

The session will also cover mapping strategies to ensure alignment with the goals of your organization and the various departments within. Participants will leave the session with a drafted calendar of their own as well as ideas for an effective rollout and ongoing management.
Payfactors: Adding Data to the Conversation

Ready to become an analytics hero but don’t have time for the data science degree? This workshop will have you exploring real-life scenarios alongside powerful Payfactors standard reporting to help increase your confidence and knowledge when sharing data with your organization. Time will also be spent breaking down the reports your Execs really want to see and strategies to communicate this information effectively.

While not required, attendees will benefit most from this workshop if they have one or more of the following in place: majority of jobs priced, market data study results, and pay structure.

Product & Audience: Must have Payfactors product subscription
Time: 10:00am Pacific Time
Workshop Cost: $325
(Eligible for Workshop Bundle)
Capacity: 25

Payfactors: Put Your Comp Strategy to Work Through Market Pricing

You have a compensation philosophy and a strategy to support it… now what? Join this workshop to gain valuable insights on how to solidify these foundational elements and make the connection between strategizing and executing.

We’ll cover important considerations to make when market pricing across your Payfactors product and explore critical action steps you can take based on your philosophy and desired strategy.

Product & Audience: Must have Payfactors product subscription
Time: 8:00am Pacific Time
Workshop Cost: $325
(Eligible for Workshop Bundle)
Capacity: 25

Product-Based

Facilitated by product experts and PayScale professionals, these workshops mix an educational perspective on important compensation concepts, and how-to guidance on executing in your PayScale product. Join us as we share best practices and considerations for incorporating your compensation goals, strategies, and structures into action. Product-based workshops require a PayScale product subscription for attendees.

COMPERENCE22
MarketPay: Conquering Tableau for Expert Comp Insights

You don’t need to be a Tableau wizard to produce effective visualizations in MarketPay. All that’s required is an understanding of your business challenges and a desire for answers. Come learn from the Payscale experts as we walk through MarketPay’s advanced Tableau functions and report writers, showing you how to take spreadsheets of seemingly boundless data and create visually compelling analyses to help answer critical questions.

Additional time will be spent throughout the workshop on ways to connect reporting to organizational pain points and strategies for discussing results with Execs alongside dedicated Q&A at the end of the session.

MarketPay: Next Practices – Managing the Great Reevaluation with your MarketPay Tools

The past couple years have proved to be landmark, requiring organizations to be more agile about compensation and benefits than any time in recent history. Do you know what your next moves are?

This workshop begins with a review of today’s current climate and typical challenges facing businesses just like you. We’ll then spend focused time on key reports in your MarketPay account that will save you time and money – looking at various business challenges and the tools to help solve them including effective survey utilization, managing structure modeling scenarios, and exploring compression analyses.

Insight: Annual Refresh – Managing Next Year’s Comp

This is a special session for Insight customers whose strategy and structure are ready for a refresh. This workshop includes reviewing key reports for understanding and communicating the health of your compensation program, considerations to make when taking next steps, and walk-throughs of updating pay structures based on challenging scenarios such as compression and minimum wage increases.

Additionally, participants will review strategies for rolling out updates and the next evolution of compensation at their organization. Attendees are strongly recommended to update market pricing for their jobs or at minimum critical roles prior to the workshop date so they can work alongside the presentation in their Insight accounts.