



# Leading through change: How Practitioners can Meet the Expectations of Modern Compensation



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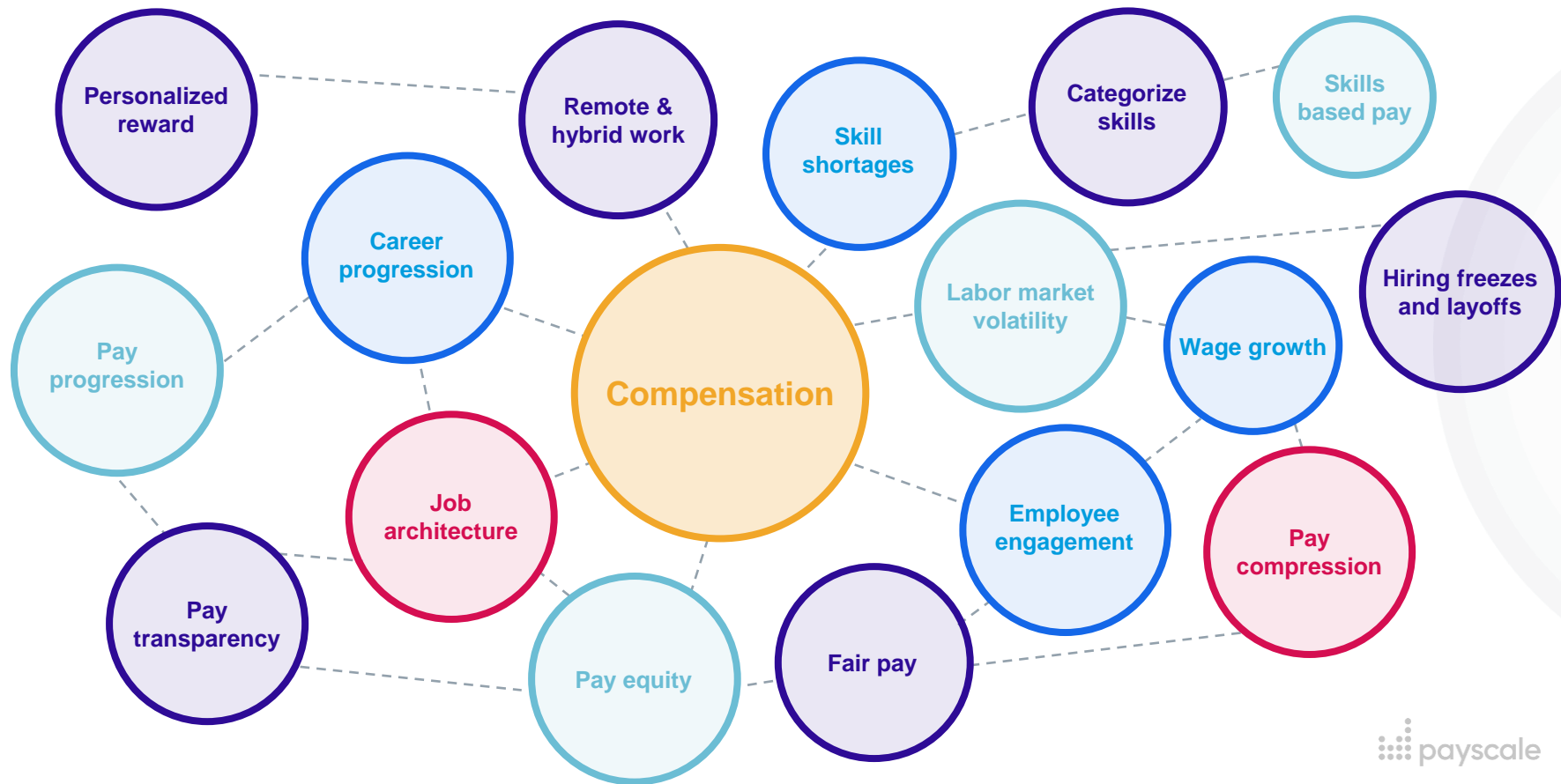
Leading through change



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**Why compensation is the new  
strategic talent driver for today's  
contemporary workforce**

# Today's compensation challenges





Compensation is the biggest challenge facing organizations in 2024. For the first time in our research this scores ahead of engagement, recruitment and retention.

***Payscale Compensation Best Practice Report 2024***

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**Compensation has never before  
played such a pivotal role in the  
success of the business.**

Lighthouse Research 2023  
Compensation Buyers Guide

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**The Compensation and Benefits leader, who used to negotiate with providers and run the annual process, now has to operate as a strategic consultant.**

**Josh Bersin,**

Global HR research analyst and advisor

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## Our own journeys through change





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**Please tell the audience what change has looked like in your organization, and how compensation strategy has adapted.**

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**How important has pay  
communication and education been  
as part of this change process?**

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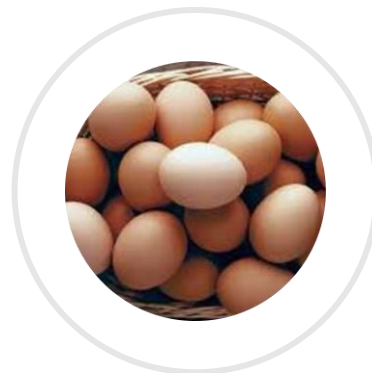


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# Leading through change







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**How have you prepared  
yourself in order to navigate  
through change?**

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**Was there any dichotomy  
between your role as a strategic  
advisor whilst also ensuring  
employees feel heard?**

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**Agility**  
**Relationships**  
**Goals**



**Education**  
**Integrity**  
**Future**



**Sponsorship**  
**Over Communicate**  
**Simplification**