

Company Profile

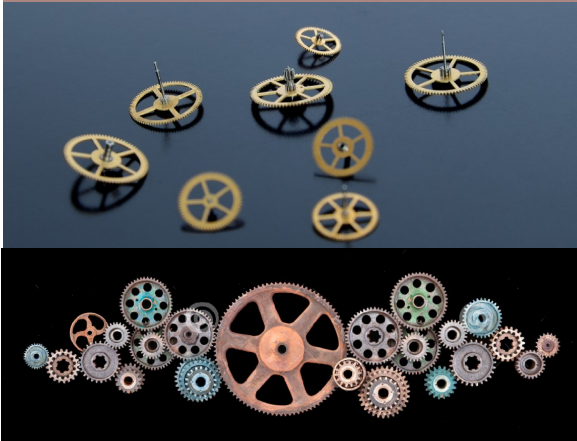
BS MANAGEMENT CONSULTANTS



our services

- Total Reward Consultancy
- Reward Skills Development
- Reward Out Sourcing
- Reward Tools
- International Mobility Advisory
- Payroll Solutions

Your Trusted Reward Consultants



TOTAL REWARD CONSULTANCY

- Reward Strategy Review
- Pay Benchmarking
- Job Evaluation
- Pay Structures
- Employee Benefits
- Employee Deal—(EVP)
- Performance Management
- Executive Remuneration
- Communication

TOTAL REWARD CONSULTANCY

Our expert reward consultants are practical, creative and strategic. They provide advice, support and hands on delivery relating to all areas of compensation, benefits and total reward. BS Management consultants are different, they are not career consultants, they have been in your shoes doing the job and have a deep understanding of the challenges you face. When the wheels can't move or move with difficulty they will help trouble shoot your reward system and find the right solutions for your business.

REWARD STRATEGY REVIEW

We help you create a clear approach to optimize the impact of your reward. A reward strategy describes your position on base pay, bonus, benefits, recognition, paymix and performance. And it ensures reward effectively attracts, retains, motivates and manages talent. As an external specialist in reward, we provide the objectivity needed to encourage debate and challenge pay misconceptions, as well as bring our experience and understanding of the wider market and best practice into play. We build a balanced assessment of your pay, often raising questions like, 'Should you be rewarding teams or individuals?' and, 'Are you paying for the 'how' an individual performs their job or the 'what' of their results?' throughout the strategy development process, we investigate, challenge views, provoke debate among the team around organisational culture and 'DNA'- what type of an organisation is your organisation and how can you use reward to drive and support desired behaviours.

PAY BENCHMARKING

Advise on the best data sources - We'll give you an objective view of which is right data source for your business or look at a blend of more than one.

Match your roles - we'll work with you to ensure the most accurate survey matches for your organisation's jobs.

Provide expert analysis - we produce reports highlighting your company's position against the market and help you make sense of complicated pay data.

PayScale: we'll work with you to develop or review your PayScale in line with your pay desired position.

Create Pay modeler: we'll provide you with a pay modeler to help you conduct your annual pay review easy if so desired.

Communication: we'll work with you to create consistent and confident messages around pay.

JOB EVALUATION

We work with organisations to update job descriptions, evaluate roles and create a tailored framework. We can create a bespoke job evaluation framework that is unique to your organisation – from a full points-based systems to a simpler classification model. We work with our partners to provide you with simple and quick effective tools for Job evaluation and Job profiles . We provide necessary training in Job evaluation making it easy for your organization to run with the task long after the consultants are gone.

PAY STRUCTURES

We have vast experience designing and delivering pay structures, ensuring they are practical, effective, affordable, unique and designed to fit your organisation's DNA. We create structures that strike the right balance between internal and external equity and employees current pay

EMPLOYEE BENEFITS

Benefits drive culture in an organisation. We'll work with you to achieve the biggest impact from your benefits spend as follows:

- Establish which elements of your benefits offer work and don't work.
- Benchmark your benefits against the market. Identify where gains can be made by making changes to your benefits structure.
- Highlight areas of compliance that need addressing.
- Support you to introduce or re-design benefits that define your culture.
- Develop a communication plan to increase the impact and awareness of your benefits package.

THE EMPLOYEE DEAL

What is it that attracts, motivates and retains talent to your organisation? What is it about your organisation that is different? How do you reflect your culture and DNA in your employee deal? Is your employee deal attractive to the type of employee that you need and linked to your talent strategy? Let us work with you to design reward that attracts the best people, reduces cost and wastage in your reward, engage employees who are driven to deliver a great performance. We will look at your employee deal - either as a whole or an individual element and develop a Total Reward communication package.



REWARD SKILLS DEVELOPMENT

For the client who has limited exposure to Reward we have created the following:
Reward Skills development: This is an in house hands on training for HR generalists and Reward practitioners who have limited exposure to reward practices. We expose the candidates to Reward principles and best practice. By walking through the clients own Reward structure and using that as a learning platform correcting and aligning to best practice where required.

Reward Training: We conduct both in-house and public Reward Master classes and workshops from time to time depending on demand. Contact us for details should you require training in a specific Reward area.

REWARD OUT-SOURCING

Outsourcing can offer greater budget flexibility and control. Outsourcing your Reward management to us allows our clients to pay for the services they need when they need them. It also reduces your need to hire and train specialized Reward personnel which comes at a huge cost. We bring in fresh reward expertise, and reduce employment and operating expenses, and risk. We always say "Do what you do best and outsource Reward to us" Take advantage of our knowledge and economies of scale to improve your Reward impact.

REWARD TOOLS

Reward process can be a challenge to HR teams e.g. Annual pay reviews – a balancing act between budget, company performance and employee expectations. The 'one size fits all' approach is less relevant in today's more complex and transparent climate. Pay decisions have a significant impact on financial performance and employee satisfaction. For this reason we have created reward tools for you:

- BS Pay Mandate Modeler
- BS Bonus Pot Modeler
- QuickEval, QuickProfiler, QuickSkills, QuickPerformance*

*All Quick HR Tools are provided by our strategic partners

EXECUTIVE REMUNERATION

We have vast experience designing and delivering Executive pay, ensuring it is practical, effective, affordable, unique and designed to fit your organisation's DNA. We design executive packages that have the right link to results and risk within the short term and long term and are compliant with current legislations.

REMUNERATION SURVEYS

Market pricing your jobs is now a must for organisation success. Our remuneration surveys equip you with market intelligence help in strategic decision making and resource optimization. We offer three types of survey services:

- **Industry Specific:** This survey we identify key remuneration & employment trends related to a specific industry within the desired market.
- **Customised surveys :** This type of survey is usually sponsored by an organisation requiring specific information regarding specific jobs and business practices within a specific market. Participant organisation receiving a summary report the sponsoring organisation receive a full report.
- **In-House Benchmarking:** We understand that survey data analysis is not a science, it is an art. We help clients use readily available survey data from client participation in surveys and other sources. Whelp help understanding how the statistics are computed blend the information benchmark the clients jobs.

INTERNATIONAL MOBILITY

Are you a Global organisation. We advise on managing international assignments for the following: Localized Experts, Expatriates, Third Country Nationals, Short Term assignments, Long term assignments and Long term or permanent transfers.



PERFORMANCE MANAGEMENT

In today's business world you have to do more with less. You want to strike the delicate balance between efficiency and sustainability. Cutting costs can endanger future sustainability and contribute to employee burnout and loss of morale. In order to get this balance right, it is now increasingly important for organisations to focus on performance management. We'll work with you in designing or reviewing your performance management by:

Bringing out the specific frameworks against which you should evaluate your organisation.

Deciding on appropriate measurement and strategies fit for your organization "DNA" and culture.

Helping you understand the various issues of your organization performance.

We do this by interrogating performance at three levels; organisation, process and Individual in order to map out a plan for performance improvement.

We'll further assist evaluate performance systems fitness for your organization "DNA" and culture.

Throughout our engagement we will aim to help you to:

- align organizational and individual goals,
- foster organisation-wide commitment to a performance oriented culture,
- develop and manage the human resource needed to achieve organizational results,
- identify and address performance inefficiencies,
- create a culture of accountability and focus on customer service,
- link rewards to performance.

WHO WE ARE

We are leading local experts in facilitating reward & benefits strategy, designing bonus schemes, undertaking salary benchmarking, developing performance management systems and conducting job evaluation.

OUR TEAM

Founded in March 2017, BSM has engaged highly competent and internationally certified reward specialists with wide total reward experience and exposure. It also draws experienced and certified consultants from a pool of consultants provided by our strategic partnerships from both local and international Consulting firms.



Managing Consultant & Founder

Thomas Banda, GRP

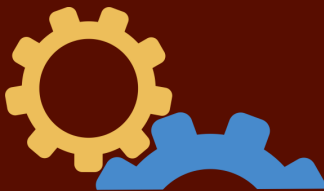
He is the first President for Africa Reward Association Zambia having played a major role in its formation in Zambia. He is a multi skilled certified reward professional holding both GRP (Global Remuneration Professionals) certification and accounting and finance qualifications. He has several years of experience in Specialist Total Rewards Management, Compensation and Benefits management, HR Administration, HR Operations and Governance and HR Business Partnering together with Finance Management experience obtained through working for various multinationals in financial, manufacturing and mining industries both locally and internationally.

Thinking of how to resolve your reward challenges?
Yes we have the solution for your challenge.



Contact us now!

Your trusted total reward consultants



BS MANAGEMENT
CONSULTANTS

Plot 38160, Alick Nkhata Road,
Mass Media, Lusaka, Zambia

+260 978 705 603 ph

+260 950 692 493 ph

bsm.consultancy@outlook.com

www.bsmanagementconsultants.com