

# Managing Compensation

*making the difference where  
it matters*

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## About OQ Consulting

At OQ Consulting, we are known for our global expertise in business and organizational effectiveness. Aimed at positively impacting an organization's most differentiating assets - its people - we help leaders optimize themselves, their organizations and their talent base; to operate more efficiently and to realize personal and business objectives.

Our key differentiator is our hands-on, real-life corporate and business experience. This experience sets us apart in that we truly understand the environment in which leaders and organizations operate, which makes our leadership programs relevant and real.

## Managing Compensation

Our **Managing Compensation** workshop explores the importance of understanding, managing, and effectively communicating compensation decisions to employees. The area of employee compensation is often both overlooked and over-exaggerated when it comes to rewarding, motivating, and retaining employees. Many people struggle with conducting conversations around this topic. However, a good understanding of the compensation components paired with coaching and emotional intelligence will foster increased trust, perceived fairness, and employee satisfaction, which in turn results in improved employee relations, retention, motivation, and therefore improvement in both employee and organizational performance.

Base pay is in most cases the largest component and the foundation of an employee's total compensation package. Payroll is, for most organizations, its highest cost item. Failing to manage compensation effectively can have huge implications. In the end, the responsibility for the communication resides with the manager, no matter how much say he or she had in the decision.

By its nature and importance, compensation is a very emotional topic and often a source of conflict between employee and manager. By being more knowledgeable, better prepared and more confident, managers can use compensation conversations to drive motivation and performance.

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## Learning Objectives

- Understanding and mastering the basics of compensation (theory): base pay, incentive compensation, total compensation.
- Discuss the purpose of compensation management, linking it to performance and motivation.
- Learn how to conduct effective compensation conversations.

This program is focused predominantly on base pay management and compensation conversations. We will touch on short-term incentive compensation, but not in-depth. Long-term incentives and deferred compensation are not part of this program.

## Delivery

**Managing Compensation** is a program that is easily tailored to the audience and/or organization. The duration depends on the client's preferences, but typically the program is delivered in two 1.5 hour session or in one session of 3 hours. To reap the most value out of the session, the design is meant to be interactive and delivered in-person. However, the program does allow for virtual delivery.

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OQ Consulting provides services globally.

For more information, please contact [info@OQ-Consulting.com](mailto:info@OQ-Consulting.com)