

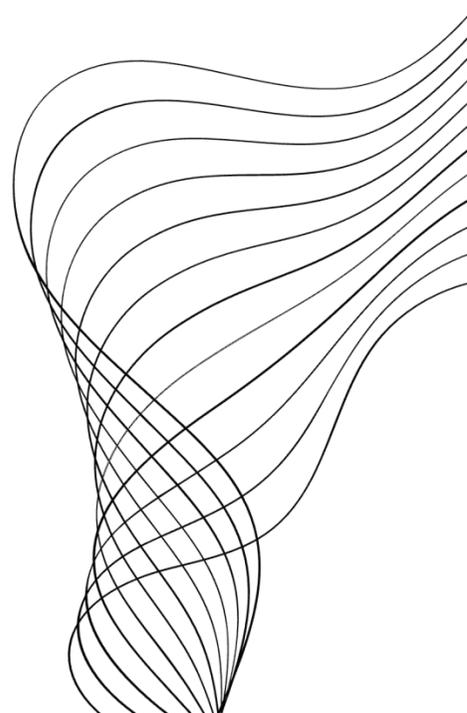


MAHOGHANY
ADVISORY
GROUP



8 TIPS FOR SUCCESSFUL SALARY NEGOTIATION

BY: NIGEAL FISHER





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MEET THE PRESENTER



I am Nigeal Stokes Fisher, a dynamic leader with 15+ years of Human Resources experience and a passion for people. I am known for “Moving the Needle” and I have supported the Human Resource function for some of your favorite employers including YRC Worldwide, DFW Airport, Allergan, and Abbvie.

In addition, I have developed and implemented HR strategies and best practices; and led workforce initiatives and transformations for multiple sites and divisions globally. My transparent style is either revered or loathed and it is also the gift that allows me to quickly secure followership, trust, and build rapport.

I have guided cultural transformations, mergers, acquisitions (M&As), and integrations. I have led talent acquisition, professional development, and succession planning initiatives and I secure results by creating an inclusive environment grounded in respect, transparency, diversity, equity, and inclusion (DEI).

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01

KNOW YOUR WORTH

Research the average salary range for similar positions in your industry and location.

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02

SHARE YOUR VALUE

Highlight the skills, experience, and achievements that make you a valuable asset.

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03

BE CONFIDENT

Start with a slightly higher figure than your ideal salary to provide room for compromise.

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04

TIMING IS EVERYTHING

Choose the right moment to initiate salary discussions; typically, it's best to wait until you receive a formal job offer.

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05

COMMUNICATION

Clearly articulate your reasons for requesting a higher salary and be prepared to provide supporting evidence.

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06

CONSIDER THE OPTIONS

If the employer is unable to meet your salary expectations, explore other possibilities (i.e., sign-on bonus).

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07

REVIEW THE BENEFITS

Consider the other rewards that can also add value to your overall compensation.

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08

BE PREPARED TO WALK

If the employer is unwilling to meet your minimum requirements or shows a lack of flexibility, be prepared to walk away.



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THANK YOU!

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Session Survey: Nigeal Fisher



southlakefocusgroup.com/sessionsurvey

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