

Partners in Practice

A Guide to Consulting

Hay Group

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Hay Group is a global management consulting firm that works with leaders to transform strategy into reality. We develop talent, organize people to be more effective and motivate them to perform at their best. Our focus is on making change happen and helping people and organizations realize their potential.

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HayGroup®

Is Your Human Resources Team Seen as a Strategic Partner in Your Organization?

When people are at the heart of your performance, you can't afford to have anything less than an integrated approach to HR — one that delivers real insights to strategic decision making.

Many organizations miss out on the real value of understanding their work by using one job evaluation methodology for rewards decisions, another for talent management and sometimes even a third for structuring work.

At Hay Group, we help you connect your jobs, people, structure, pay and performance. Hay Group Spectrum provides a holistic approach to human capital strategy that aligns with your organization's overall business goals. We help you bring all the pieces together so that HR can be an effective strategic partner within an organization and address organizational effectiveness challenges.

- **Do you know how, where and why work is done?** Our work measurement approach always reflects the particular culture, priorities and goals of your organization. What we do isn't formulaic — we help you understand how work is done in your company to achieve your specific objectives.

- **Does your structure complement your strategy?** When roles get blurred — like after a merger — it can disrupt your whole organization. Things start to slip through the cracks or different people duplicate the same work. We can help you spot and remove these kinds of problems.
- **Do you have the right people in the right roles?** Have you ever recruited a candidate for a high-profile role who then went on to fail? We can help you mitigate risk and ensure your workforce has the skills you need now and for tomorrow by assessing the possibility of individual — or even a division's — failure.
- **What is each role really worth to your organization?** Do your employees know why they are paid as they are and what they need to do to progress? If not, you'll have a cynical and disengaged workforce. We can help you align pay structures to talent management, so there aren't mixed messages. We'll show you what performance looks like in different roles, so you can set objectives that support your strategy.

Areas of Expertise

- Executive compensation
- Public sector compensation
- Employee compensation
- HR software technology
- Salary surveys
- Compensation communication
- Actuarial services
- Benefits communication
- Flexible benefits plans



Let your
people
shine

with Hay Group Spectrum

Hay Group Spectrum: the next generation HR solution

The ability to really understand the work done in an organization is at the heart of HR's performance. Leveraging this understanding of work enables HR to deliver a strategic contribution. Unlock 'the power within' and let your people shine.

Visit us online at www.haygroup.com/spectrum