

Cassandra Faurote

Popular Presentation Topics*

Are You Ready to Gig?

The gig economy is upon us and is increasing daily. Are you prepared to adopt and embrace this new way of working? This presentation defines gig working and gig workers, provides current statistics on gig workers, and covers why gig working matters. It also discusses what gig workers want, platforms to find them, the gig value proposition, and leader lessons for gig workers.

Compensation Basics

Because compensation supports many critical functions and programs within an organization, understanding compensation fundamentals is crucial to attracting and retaining valuable employees. This presentation covers the basics such as the elements of a pay program, the purpose and link of compensation, the process for market pricing and pay structure design, and many other compensation essentials.

Is Your Variable Pay Measuring Up?

Employers are working hard to attract, retain and motivate their employees. That's why many companies are implementing and/or revising their variable pay programs from top to bottom to energize their staff. This presentation reviews the various types of variable pay/incentive plans and the characteristics of each. It also reviews program parameters such as eligibility, measures, goals, and funding/plan modeling, as well as processes for communicating and documenting plans. And finally, we cover how to measure plan effectiveness and examine your annual plan review and update processes.

Pay Equity: Time to Fix It!

We have had compensation laws for years, yet are still not getting pay equity right. Because of this, employers continue to lose their best talent. In this presentation, attendees will understand all legislation affecting pay equity, how large the pay equity issue is, and its effect on business. You'll also discover how to conduct analyses to determine potential pay equity problems, and how you can get in front of pay equity issues.

* Additional topics are available to suit specific needs. As appropriate, presentations may be conducted in person or online as live events, recorded Webinars, audiocasts, etc. Contact us to learn more.

About TRS

Total Reward Solutions, a WBE-certified business, serves clients in the areas of compensation, performance management and reward/recognition programs. We deliver properly designed compensation, rewards programs, and performance appraisals that not only improve employee retention and attraction, but also effectively drive business results.

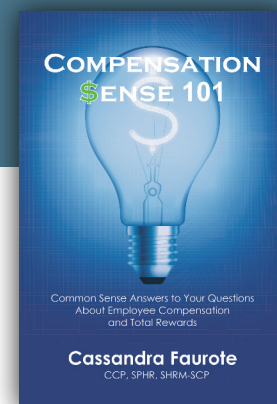
Since its inception in 2005, Total Reward Solutions has successfully provided tailored total reward systems to clients in more than 30 different industries with companies ranging in size from a few employees to several thousand.



*Cassandra Faurote, founder and CEO of **Total Reward Solutions**, is a seasoned human resources consultant with more than 25 years in the field.*

She holds a bachelor's degree in business management from Indiana Wesleyan University, and three certifications: Certified Compensation Professional (CCP), Senior Professional in Human Resources (SPHR), and SHRM Senior Certified Professional (SHRM-SCP).

Cassandra is the author of Compensation Sense 101: Common Sense Answers to Your Questions About Employee Compensation and Total Rewards.



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