



**Total Reward Solutions**

## CASSANDRA FAUROTE

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### ABOUT TRS

www.totalrsolutions.com

Total Reward Solutions delivers properly designed compensation, benefits, 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 20 different industries.



Join Forces. Succeed Together

# SPEAKER PROFILE

## PRESENTATION TOPICS

### COMPENSATION 101

Compensation supports many critical functions and programs within an organization, and having a general foundation and understanding of compensation is crucial in order to attract and retain valuable employees. By grasping 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 fundamentals, everyone in the human resources sector can attract and retain valuable employees while helping lead their organizations to success.

### ALIGNING PERFORMANCE MANAGEMENT WITH YOUR TOTAL REWARDS STRATEGY

Finding, motivating and keeping top talent is one of the toughest challenges for employers. By understanding the elements of effective performance management and the importance of connecting it with business strategy and financial performance, every organization can make finding and keeping top talent a little easier.

### MERIT INCREASES: HOW TO ACCURATELY BUDGET

Employers know that arranging their salary budgets to cover employees' improved performance can be challenging, and increases like merit-based pay are vital. By providing practical tips and strategies, as well as guidance on how to establish salary budgets, various pay options and communication of increases, human resources professionals will learn to retain their highest-quality employees and successfully drive business.

### BALANCING GENERATIONAL EXPECTATIONS IN TOTAL REWARDS

Increased globalization, competitiveness, and the top challenge of finding, motivating and keeping talent are why aligning total rewards with each generation's expectations is at the top of many human resource professionals' agendas. With the cost of total rewards often exceeding 40 percent, it is imperative that we align our total rewards with our generational expectations the best we possible can.

This presentation covers the five generations in the workforce, their core values and motivation, workplace characteristics, and what they're looking for in compensation and benefits (total rewards). Participants will also create and action plan around what could be done differently with each generation to meet their expectations in total rewards.

### ABOUT CASSANDRA

Cassandra Faurote is the President and founder of Total Reward Solutions, which consults with clients in the areas of compensation, benefits, performance management, and reward/recognition programs. She is a seasoned human resources consultant with over 25+ years in the field. Born in Dayton, Ohio, Cassandra has a bachelor's degree in business management from Indiana Wesleyan University and holds three certifications to include Senior Professional in Human Resources (SPHR), Certified Compensation Professional (CCP) and SHRM Senior Certified Professional (SHRM-SCP).