



The Future of Compensation Management Solutions

Introductions



Ruth Thomas **Lead Consultant – Curo Compensation**

Ruth Thomas is a founder and Lead Consultant with Curo. She is Curo's SME and works with our prospects and clients to ensure they optimize their reward strategy execution utilising our best of breed Total Compensation Management Tools. With over 25 years of Global HR and reward management experience in the financial services sector she has international expertise in the management of compensation processes and the design of pay and benefit structures, salary progression systems and management incentive plans. Her corporate experience includes Lloyds TSB Group, Price Waterhouse Coopers, Dow Jones Group and Credit Suisse.

Curo Compensation



FASTER

Imagine being able to streamline your Compensation review process and reduce the time taken managing multiple data sources.

CuroComp's automated approval workflows and data management results in reduced time spent on administrative tasks allowing HR and Managers to add value to the review process – not just manage the process itself.

Our user intuitive platform provides a real time view to decision makers and ensures they have easy access to all the critical information required to make informed pay decisions in a timely manner.

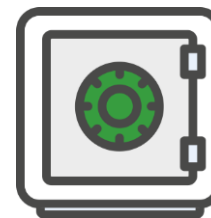


SMARTER

A well-managed Compensation review is crucial to business success.

The annual Compensation spend is a significant sum of money and there will be an expectation of significant business impact arising from it being optimally distributed. Salary increases and bonus payments significantly impact performance, morale and the retention of key staff.

Our solution is configurable to quickly meet your unique business and process requirements and as your business changes our solution can adapt quickly to reflect these.



SAFER

Securing employee data and your brand reputation is paramount.

We can ensure you have a demonstrably fair and transparent review process through our workflow driven approach with hard and soft rules to enforce compliance, supported by a fully auditable review and approval trail.

Curo provides a secure, robust, resilient and reliable software-as-a-service (SaaS) solution, hosted from our ISO 27001 compliant, Tier 3 secure data centre locations.

ABOUT CURO

- Curo Compensation is Compensation Management solution provider
 - Our market leading product has been designed by compensation experts who know the value that effective pay and incentive bonus planning can bring to all areas of your business.
 - Our technology is a best of breed, SaaS compensation management solution designed to handle complex requirements - Salary Review; Bonus / STIP; LTIP
 - Works seamlessly with ALL HR platforms (Oracle, Workday, SF etc.) to manage the complexity.
 - Growing business, UK Headquartered with offices in Edinburgh, London and Dallas.
 - Curo specialises in TCM and has a strong partner ecosystem to ensure we can make our customers successful
-

TCM Experience



ALLEN & OVERY



London
Stock Exchange



KING & WOOD
MALLESONS
SJ BERWIN



bsi.



Liberty Mutual.
INSURANCE

Maitland

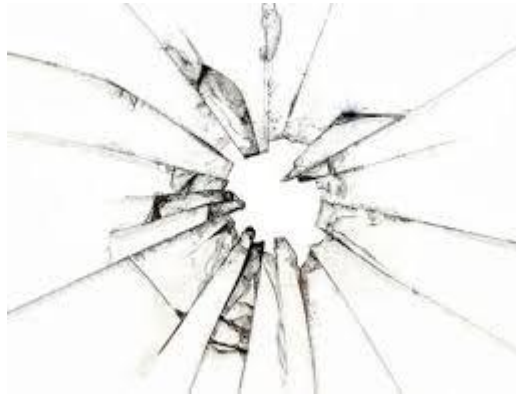


markit™

Change is Coming



HR Disruption



Disruptive (?) HR drivers

**Changing
nature of work**

**Changing
expectations
of employees**

**Technology
deployment**

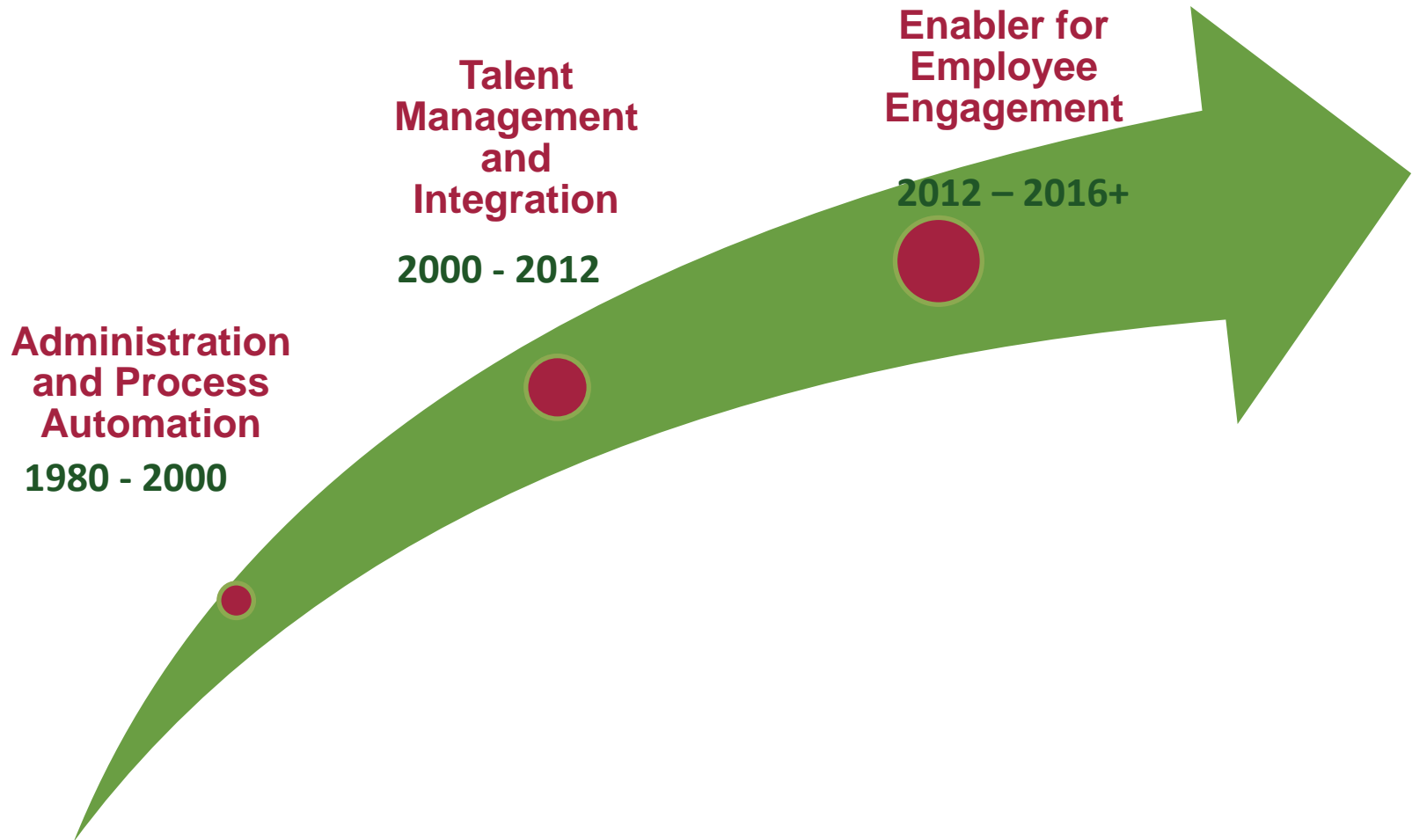


HR Technology Evolution

Compensation Solution Advances

Impact on Reward Management

HR Systems Evolve



Systems of Record

```
ACCOUNTS      DETAILS OF ACCOUNT NUMBER 10077
SURNAME      : JAMES          (18 CHRS) TITLE      : (16 CHRS OPTIONAL)
FIRST NAME   : TEN           (12 CHRS) MIDDLE INIT: A (1 CHR OPTIONAL)
TELEPHONE    : 4167550123    (10 DIGS)
ADDRESS LINE1: 1000 BALLPARK WAY (24 CHRS)
LINE2: ARLINGTON, TC (14 CHRS)
LINE3: N011 (14 CHRS OPTIONAL)

CARDS ISSUED : 1 (1 TO 9) CARD CODE : 2 (1 CHR)
DATE ISSUED  : 07-07-07 (MM DD YY) REASON CODE: 0 (R,L,S,B,N)
APPROVED BY  : BEN (3 CHRS)

UP TO 4 OTHERS WHO MAY CHARGE (EACH 32 CHRS OPTIONAL)
01: BIG TEN 02:
03: 04:
SPECIAL CODE: CODE2: CODE3: (EACH 1 CHR OPTIONAL)
NO HISTORY AVAILABLE AT THIS TIME CHARGE LIMIT 1000.00 STATUS N

NOTE:- DETAILS IN BRACKETS SHOW MAXIMUM NO. CHARACTERS ALLOWED AND IF OPTIONAL
PRESS "CLEAR" OR "ENTER" TO RETURN TO THE MENU WHEN FINISHED
EA" 03/01/17
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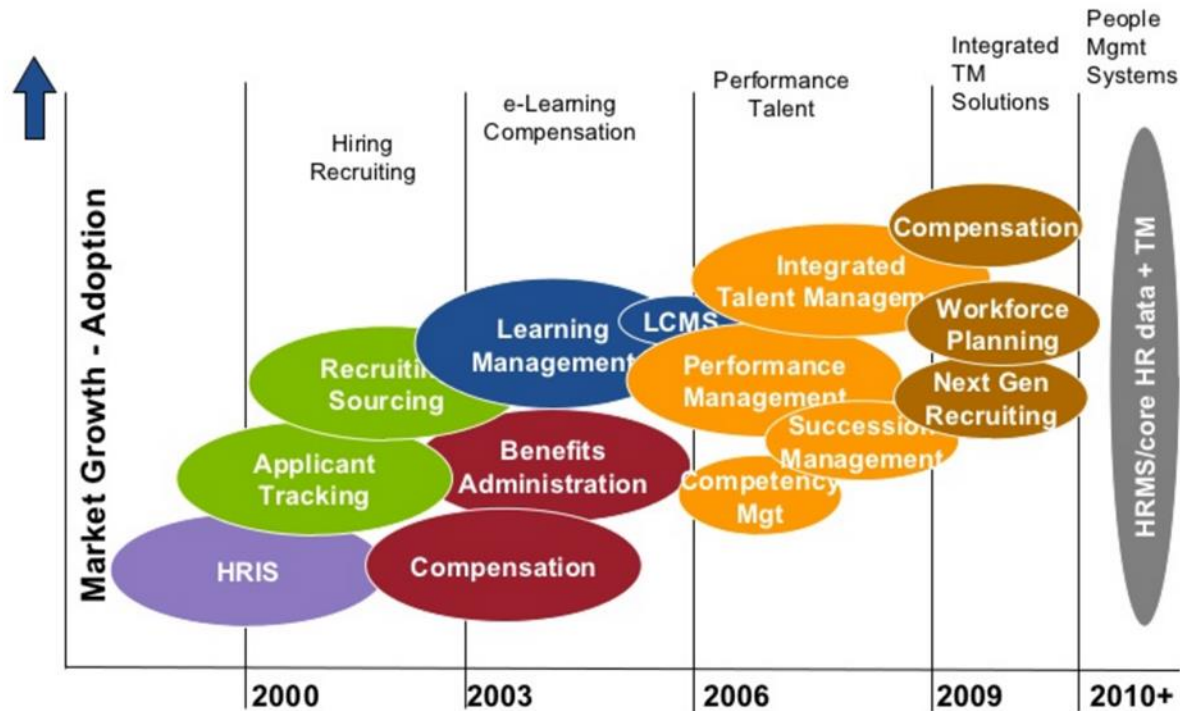


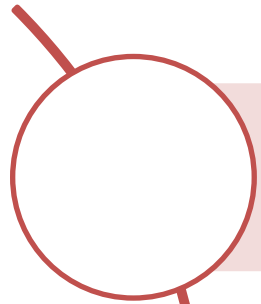
Systems of Engagement



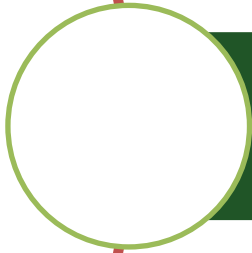
HR Module Adoption

Evolution of HR Systems

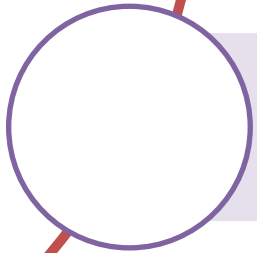




HR Technology Evolution

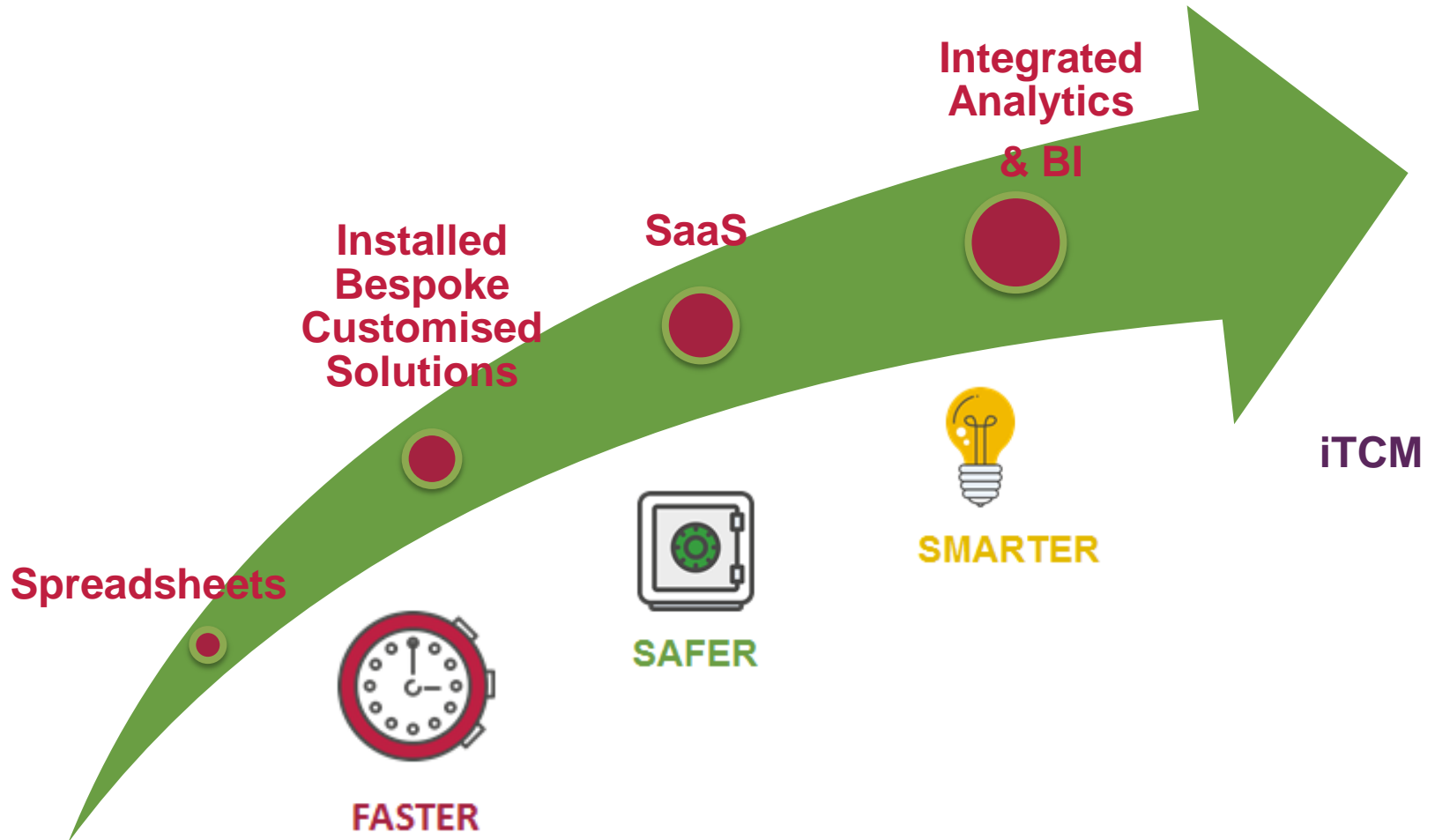


Compensation Solution Advances



Impact on Reward Management

Compensation Solutions Advance



In This Session



HR Technology Evolution



Compensation Solution Advances



Impact on Reward Management

Impact On Reward Management

**Change the
way we
operate as
Reward
practitioners**

**Improve the
way we
manage
compensation
data**

**Support new
approaches to
reward**

**Ensure equity,
transparency
and risk
alignment**

Evolution of Reward Role



Evidence Based Decisions

**Gain new
insights faster
than the
competition**

**Turn those
insights into
good decision
making**

**The best
decisions are
those
supported by
good data**

Data Management Transforms

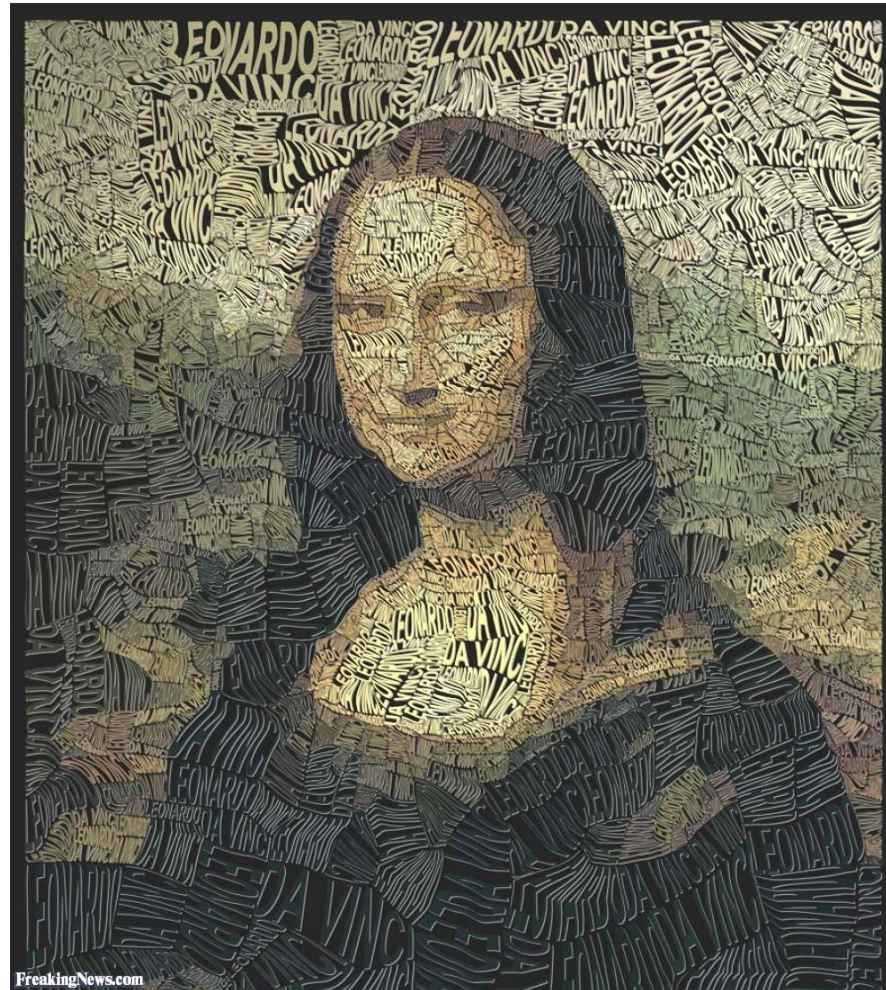
Metrics and Reporting

- Provide information
- Provide guidelines and moderation
- Measure single data points
- Past and Present
- Tabular or simple graphical analysis

Analytics and Insight

- Provide insight
- Provide implications and link to business outcomes
- Correlate multiple data points
- Past, present and future
- Data visualisation and interaction

Visualise Compensation Data

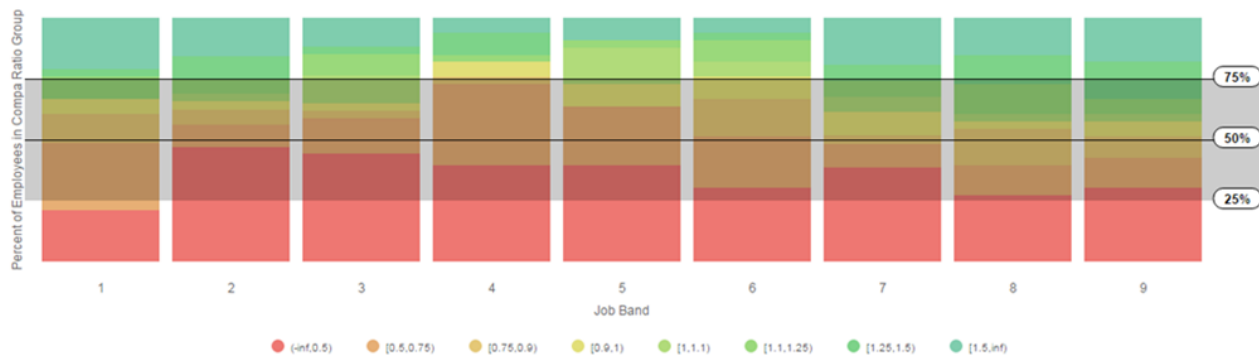


Benefits of Data Visualisation

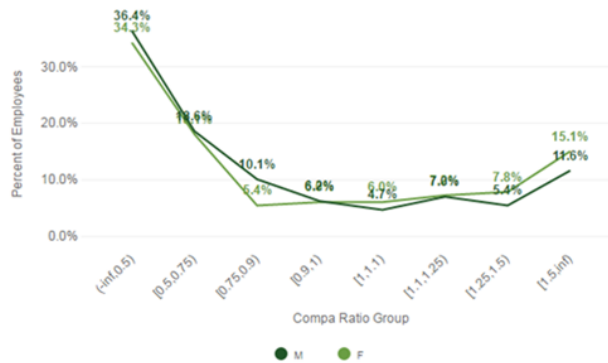
- Translate abstract statistical information into physical attributes of vision
- Interactive visualisation
- Visualisation is powerful it can change someone's mind in a momentthis becomes actionable insight....



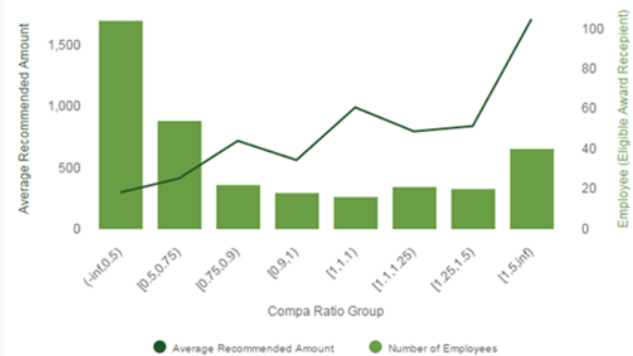
Pay vs Market by Job Band



Gender Pay Gap



Recommendation Amount vs Compa Ratio

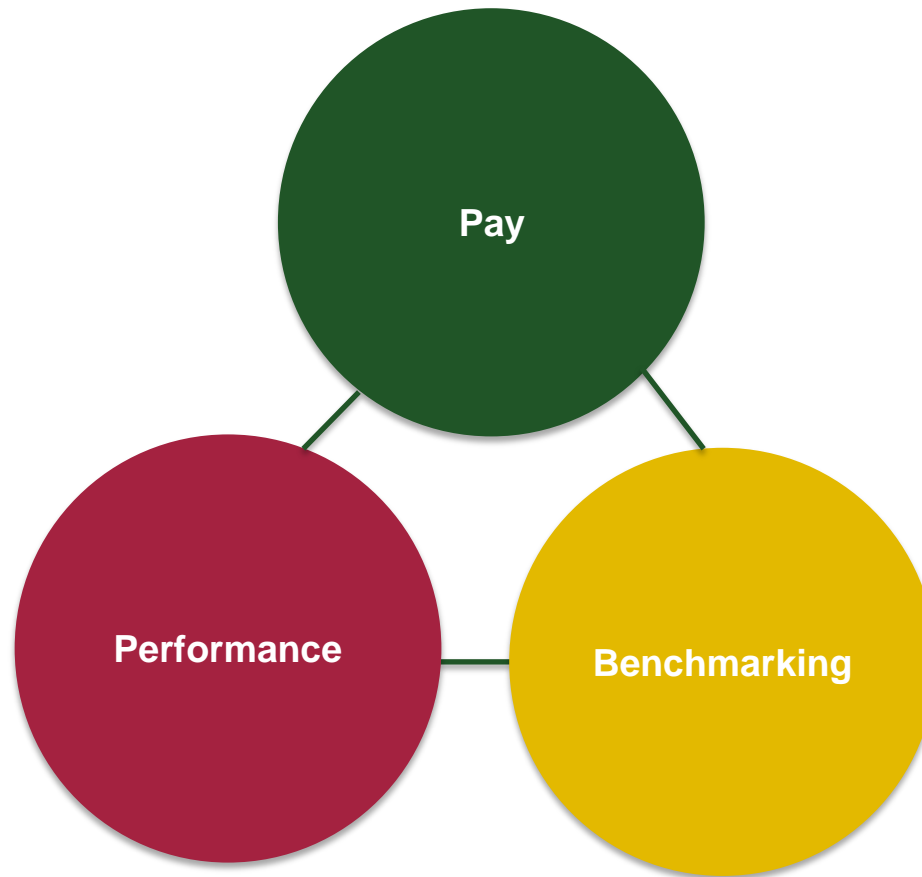


New Approaches to Reward

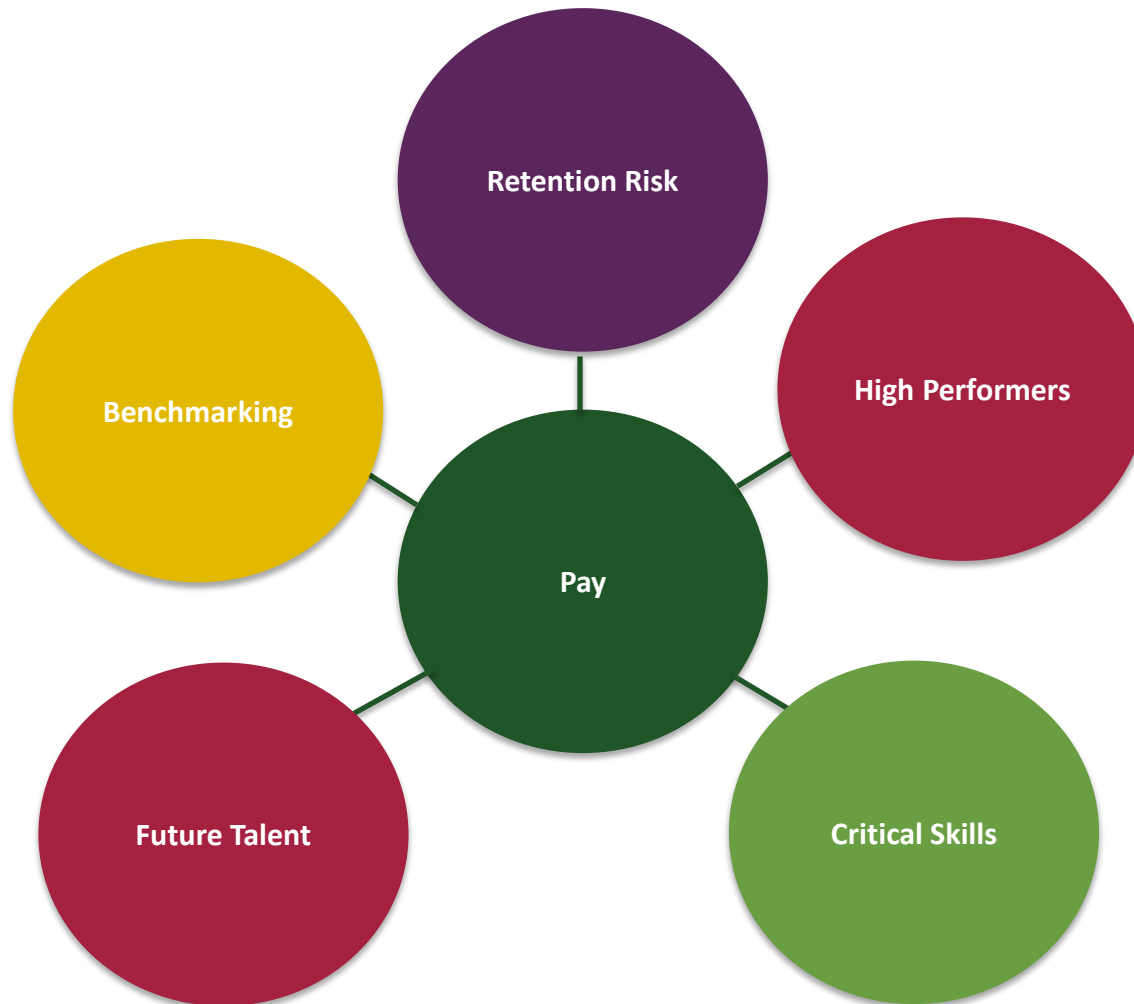
**Pay for
Performance**

Pay for Talent

Pay for Performance



Pay for Talent



**Am I paying
my employees
most at risk of
leaving?**

**Whose got key
skills I need
for next year's
deliverables?**

**Where can I
flex my people
costs to speed
up revenue
creation?**

**Am I
differentiating
reward for my
hyper
performers?**

**Am I rewarding
for a build
versus buy
approach to
talent?**

**Am I paying
equitably
compared to
other
managers?**

Actionable Insight

...information that can be acted upon or information that gives enough insight into the future that the actions that should be taken become clear for decision makers.

Equitable Reward

- Data driven decisions reduces subjectivity
- Enable equitable decisions based on multiple criteria and benchmarks
- Ensure pay transparency
- Show real time impact of decision making

Integrated Analytics and BI



Source: Bersin by Deloitte, 2014 and 2016.

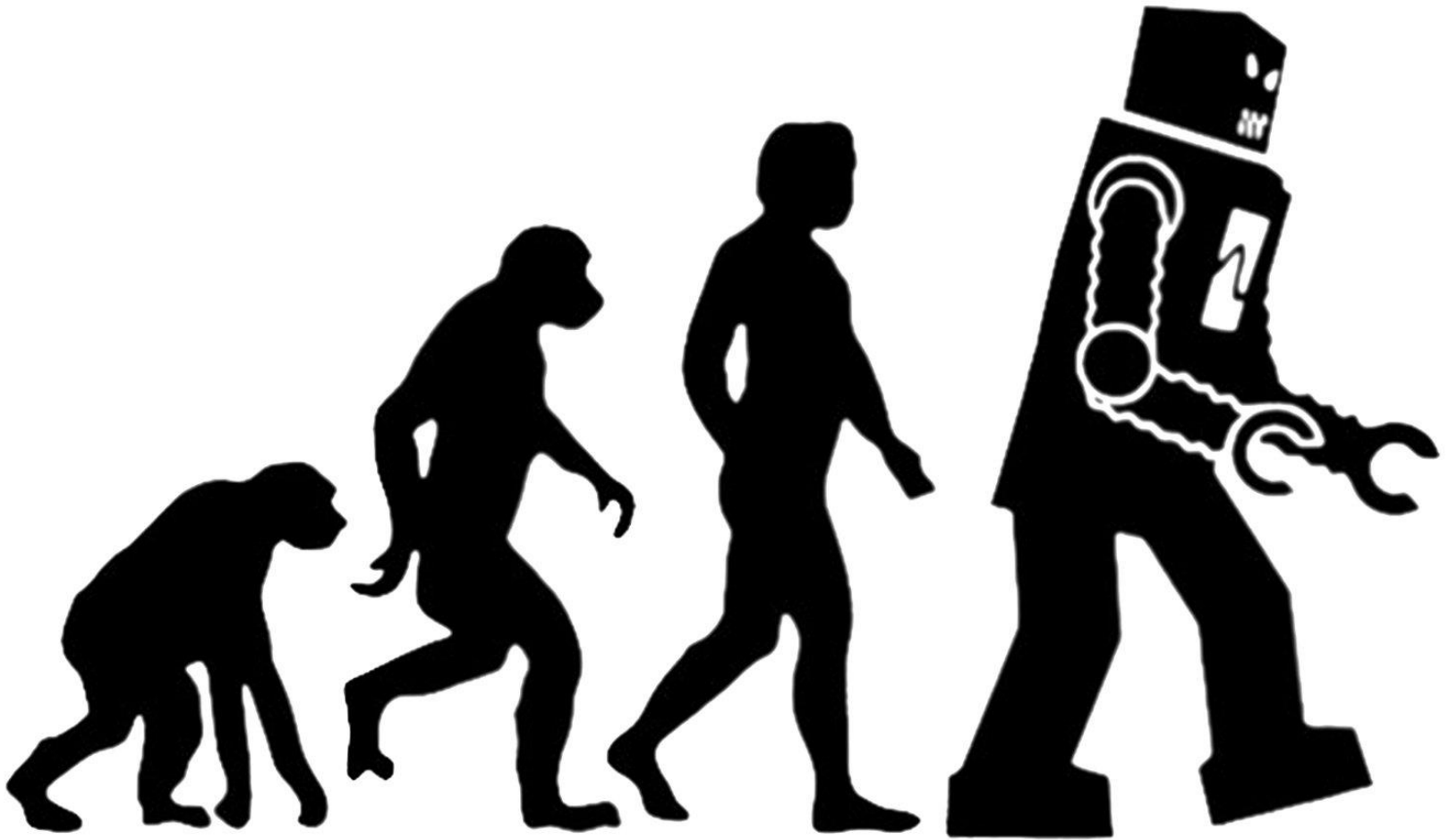
iTCM

- Unlock the potential of compensation data to drive business outcomes
- Fulfil a role of evidence based business enablers
- Improve productivity and performance
- Reward and retain key talent
- Optimising compensation spend
- Ensure equity



CURO





Robots Replace Humans?



Technological Revolution



Navigating the next industrial revolution

Revolution	Year	Information
	1 1784	Steam, water, mechanical production equipment
	2 1870	Division of labour, electricity, mass production
	3 1969	Electronics, IT, automated production
	4 ?	Cyber-physical systems

Visualise Compensation Data

