

The Power of Educating & Communicating Total Rewards Changes to Your Organization

Tuesday, February 7, 2023

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About Nonprofit HR

Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman owned.
- National footprint.
- Award-winning and credentialed staff.



"Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner."

Cathy Gibney, CPA
Chief Financial Officer
National Hospice and Palliative Care Organization



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Our Practices:

Nonprofit HR's suite of solutions is centered around five core service areas.

STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing

EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Assessments, Strategy Design & Implementation
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

TOTAL REWARDS

- Salary Benchmarking
- Compensation Program Design
- Pay Equity Analysis
- Benefits Assessments
- HR Technology

SEARCH



- Executive & Professional Search
- Recruitment Outsourcing
- Interim leadership



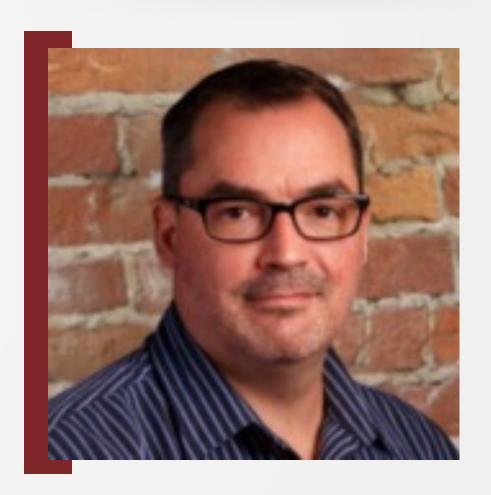


We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

Presenters



Lisa McKeown
Managing Director
Total Rewards
Nonprofit HR

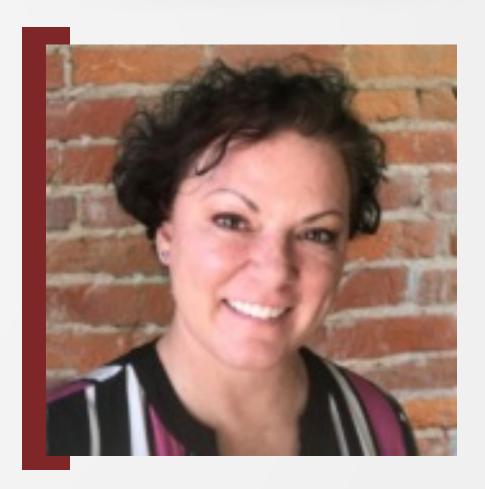


Eric Salyers
Senior Consultant
Total Rewards
Nonprofit HR

Presenters



Tina Twyman, MA, SHRM-SCP
Team Leader & Senior Consultant
Total Rewards
Nonprofit HR



Julie Trimarchi, SPHR
Senior Consultant
Total Rewards
Nonprofit HR

Agenda



- Panel discussion around using a communication strategy to support the rollout of total rewards programs
- Review of planning questions to address before rolling out a total rewards communication strategy
- Summary and key takeaways

Communication Strategy & Change Management

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When considering changes to compensation—whether the changes involve benefits, technology, business practices, leadership or a combination thereof, change management communication is essential to helping people move from where they are today to the desired "future state."

Communication Strategy Outcomes



Having a communication strategy:

- Supports any change management needs resulting from organizational initiatives
- Delivers timely messages and materials aligned with key milestones
- Ensures employees receive consistent information about what is important to them
- Provides a mechanism to share feedback and ask questions

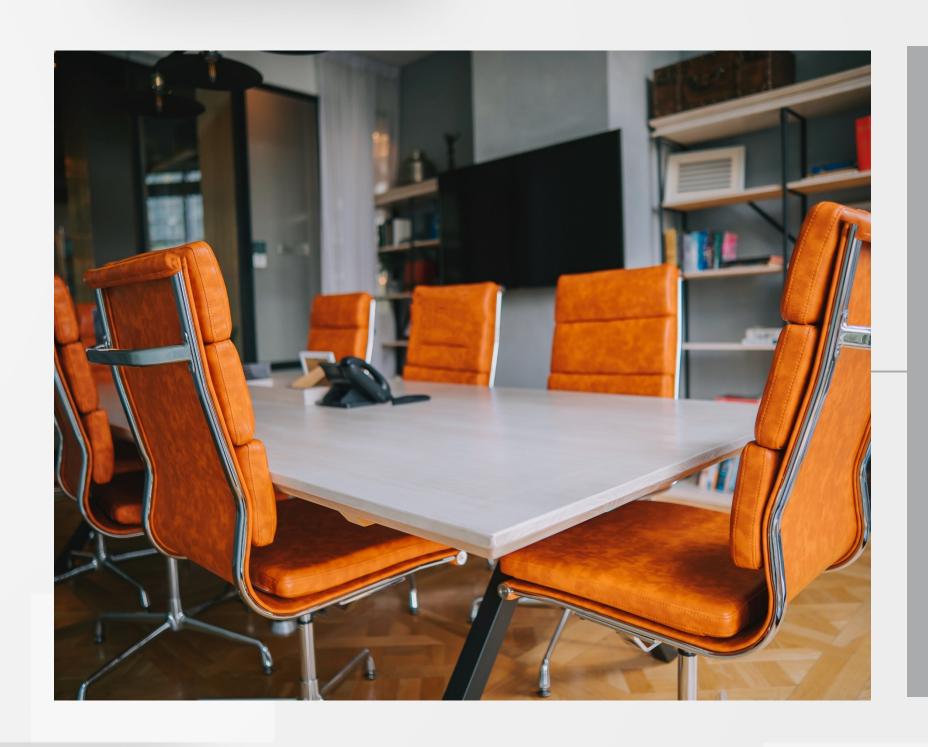
Planning Questions



- What initiative is the organization implementing?
- Why is the organization engaging in this project?
- What is the desired outcome of this project?
- What is changing and what is staying the same?
- What is the timeline for this compensation project?

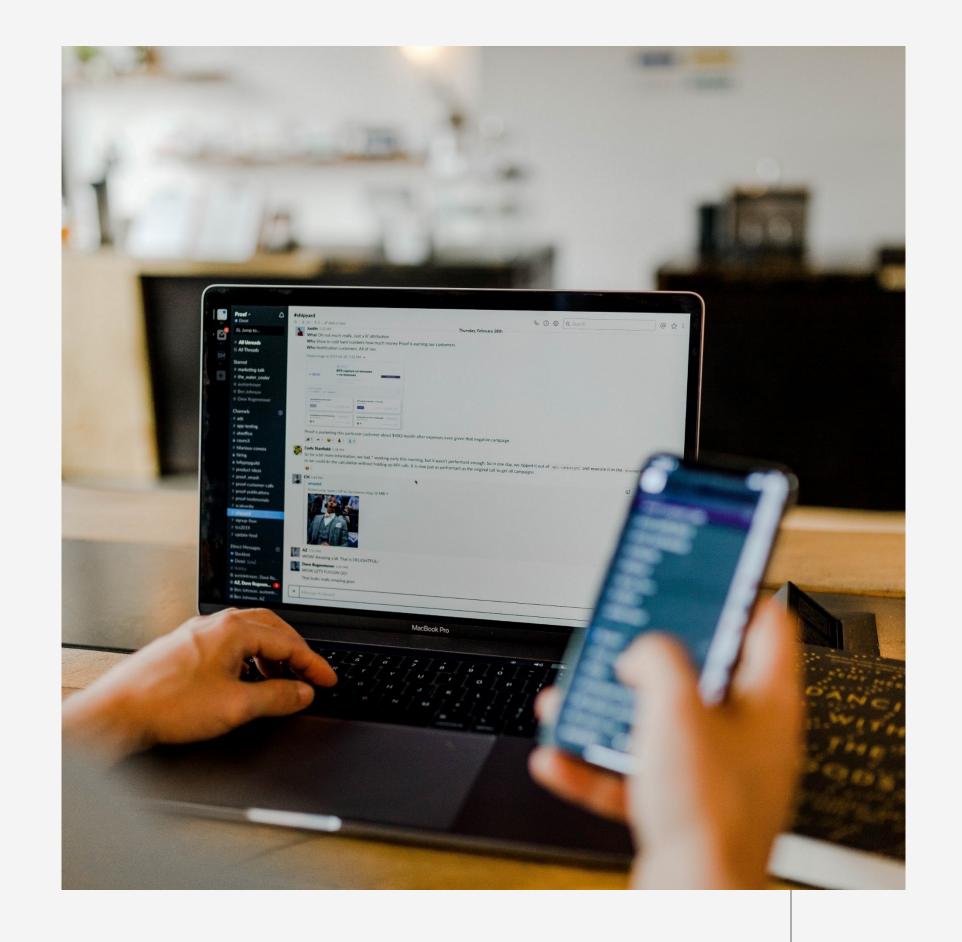
Planning Questions, Cont.

- What part of this initiative will be the most difficult to explain?
- What will managers need to know before all staff messages are sent out?
- What do your staff need to know?
- Which information should be shared in a group meetings vs. one-on-one settings?
- What should be shared at each phase of the project?



Communication Channels

- Email
- Teams/Slack/other collaboration tools
- Intranet Document repository, FAQs, link farm
- HCMS/Benefits Administration Portal Document repository, FAQs, link farm, automated reminders
- Internet external employer branding
- Electronic Signature tools for both enrollments and for ensuring receipt of materials (supporting compliance)
- Live in-person/virtual meetings





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Thank you!

Contact Us

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