

WE MAKE YOUR VISION A LITTLE CLEARER

Helping companies clearly see the return
on investment from their pay systems.



Prudent companies seek to maximize the return on their dollars spent by fairly compensating and retaining valued employees. Effective compensation systems must communicate three things: the fairness of the reward program process, the value of the reward, and the actions or results required to obtain that reward. We help our clients design, implement, and link compensation programs to support their strategies, cultures, and business goals. We take a holistic view of employee rewards, helping you tailor your programs to your company's unique circumstances.

The POE Group is located in the Tampa Bay area and has been an independent compensation consulting firm since 1997. Our clients range from small businesses to Fortune 1000 companies in many different industries across the United States. We take pride in delivering experienced, independent, and candid compensation advisory services, using a collaborative approach and for a reasonable fee. ***Our client retention ratio is above 90% in the last ten years reflecting the long-term value we provide.***

The POE Group, Inc.

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Motivation Through a Clear and Actionable Message

How you measure and reward your employees speaks loud and clear about your organization's mission, culture, and values. Employees form opinions of pay competitiveness, the relationship to performance, and fairness. If you are not providing a conscious message about your pay systems, your employees are creating their own, and it may not be positive. Negative employee perceptions can lead to poor employee engagement and low satisfaction. Conversely, a well-designed program can help employees understand the value of the different elements of their pay and contribute to a high-performance workforce.

Our Approach

Our engagements begin with gathering quantitative and qualitative information. We develop an understanding of the client's industry, business drivers, organization, performance, and culture. Data is analyzed from multiple perspectives to provide a comprehensive understanding of an existing program's strengths and weaknesses. New plan designs are driven by the company's business strategy and culture.

An important aspect of our consulting approach is collaboration with our clients. We have found that this improves results by better aligning our recommendations to the cultural realities of the organization. Our clients consider us thought partners in designing compensation systems that fit with their organizations.

We are in business to serve our clients and strive to share our knowledge and experience. We do not provide benefits consulting, insurance placement, or other ancillary services. However, we do partner with other independent consultants who are experts in their specific fields to provide a full array of services to our clients.

Compensation Consulting Services

Our client engagements may include the services listed below:

Executive Compensation Consulting - We provide a full range of executive compensation services to companies and their Boards of Directors. The importance of strong corporate governance with regard to executive pay systems has increased for non-profit, for-profit, and private firms. We provide objective and expert analysis, advice, and information to meet this need.

Employee Compensation Consulting - Are you providing your employees with the right tools to bring success to your company? Aligning employee compensation systems to the business goals and culture of organizations is an integral step to creating a high-performance organization. We have designed and implemented hundreds of base pay, incentive, and recognition systems for our clients. There are many approaches to consider, each of which communicates a different message to your employees. We help ensure the messaging hits the mark.

Sales Force Compensation Consulting - The compensation of sales employees is more complex than for other employees, involving many decisions beyond consideration of competitive pay and what percentage of pay should be incentive based. An effective sales compensation system reinforces the duties and accountabilities of your sales positions, the importance of various roles in the selling process, and your competitive marketplace. We approach sales compensation design through a data-centric approach and an understanding of stakeholder perspectives. Our goal is to help clients align compensation to the accountabilities of the sales positions, the external market, and your business goals.

Performance Metrics & Feedback Systems - Performance measurement and feedback are central to achieving breakthrough results. We help clients develop those important measures, across different levels of the organization, to support their strategic and tactical goals. Feedback systems provide a correcting loop to incrementally improve results for the enterprise, department, and individual. You get what you measure, and POE Group shows you how.