



2024 Americas Global Employer Services Summit

Raising the bar on rewards for your future workforce

Introductions



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Session objectives

Workforce trends are driven by patterns and shifts in the employment landscape and are influenced by factors such as technological advancements, economic conditions, social and demographic changes, and evolving workforce expectations. Organizations can raise the bar on rewards for their current and future workforces by bringing innovative and impactful employee strategies that are competitive with the market, center on the employee experience, and deliver on what the workforce values. During this session, we'll focus on how companies are achieving this balance, including:

- Impactful Rewards Strategies
- Human Capital Trends
- Equity and the Culture of Ownership
- Flexibility and Purpose in a Total Rewards Strategy
- Employee Well Being Imperative

Looking Ahead – The Future of Rewards

How can employers reimagine their rewards programs to support their workforce more holistically and while achieving desired business outcomes?



A “Balancing Act” for Total Rewards

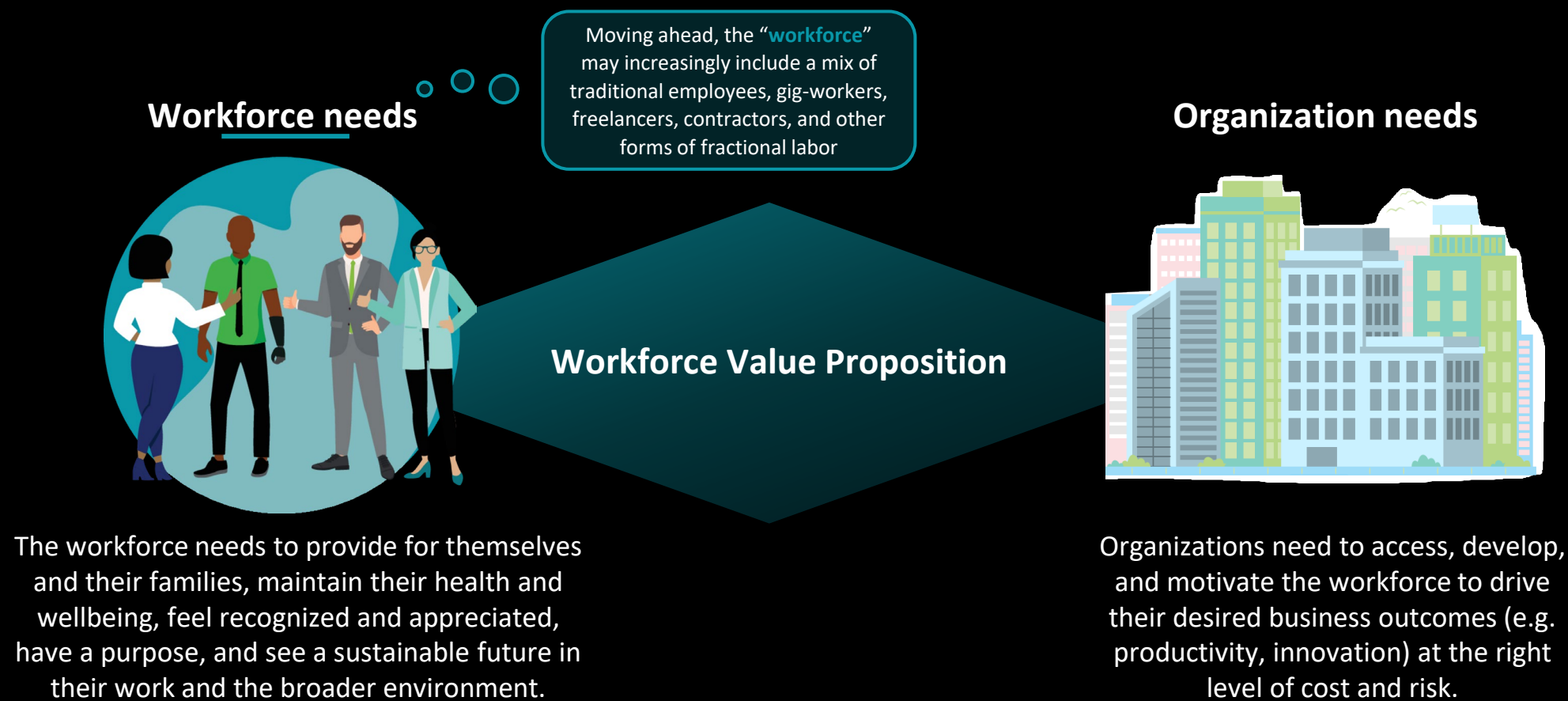
Total Rewards leaders today are increasingly providing competitive, compelling rewards to an evolving workforce while managing costs and risks in an uncertain economic and labor environment



*To balance these objectives and achieve a rewards program that is sustainable, it is critical to **embrace new thinking and approaches** and have a **strong foundation rooted in risk management and operational excellence***

Bridging the gap through the Workforce Value Proposition

As the workforce has increasing influence and power, the connection between the workforce and organizations may require a re-evaluation. The Workforce Value Proposition should be the connective tissue that links workforce needs with organizational needs.



Total Rewards have an enhanced set of fundamentals, with programs designed and delivered to be...

equitable & inclusive

workforce-centric

technology-enabled

informed and measured by **data**

holistic

focused on **experience**

simple yet personalized

... and a fundamental component of the overall

Workforce Value Proposition

Human Capital Trends

Deloitte 2023 Global Human Capital Trends Report: New fundamentals for a boundaryless world



2023 Global Human Capital Trends Report

New fundamentals for a boundaryless world



FRAMING THE
CHALLENGE:
**THINK LIKE A
RESEARCHER**



CHARTING A
NEW PATH:
**COCREATE THE
RELATIONSHIP**



DESIGNING FOR
IMPACT:
**PRIORITIZE HUMAN
OUTCOMES**



Navigating the
end of jobs



Negotiating
worker data



Taking bold action for
equitable outcomes



Powering human impact
with technology



Harnessing worker
agency



Advancing the human
element of sustainability



Activating the future
of workplace



Unlocking the
workforce ecosystem



Elevating the focus
on human risk

LEADING IN A BOUNDARYLESS WORLD

Culture of Ownership

Latest trends in the use of equity and culture of ownership

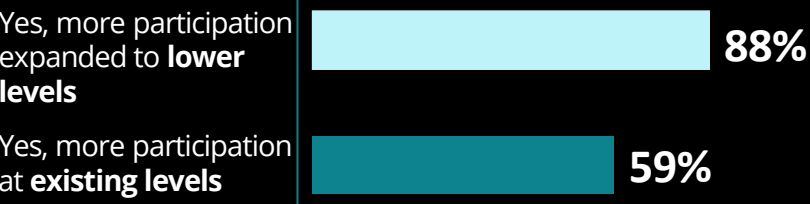


Expanding equity participation

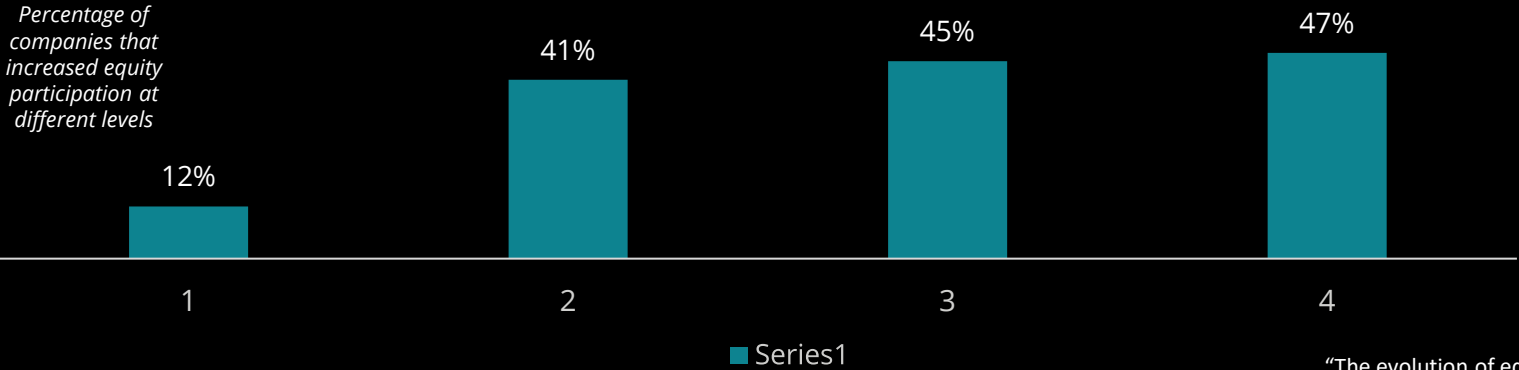
Most companies surveyed are not changing their annual grant practices in response to the market downturn, but a number are taking the opportunity to make strategic changes to their overall equity coverage.



ARE YOU EXPANDING EQUITY PARTICIPATION?



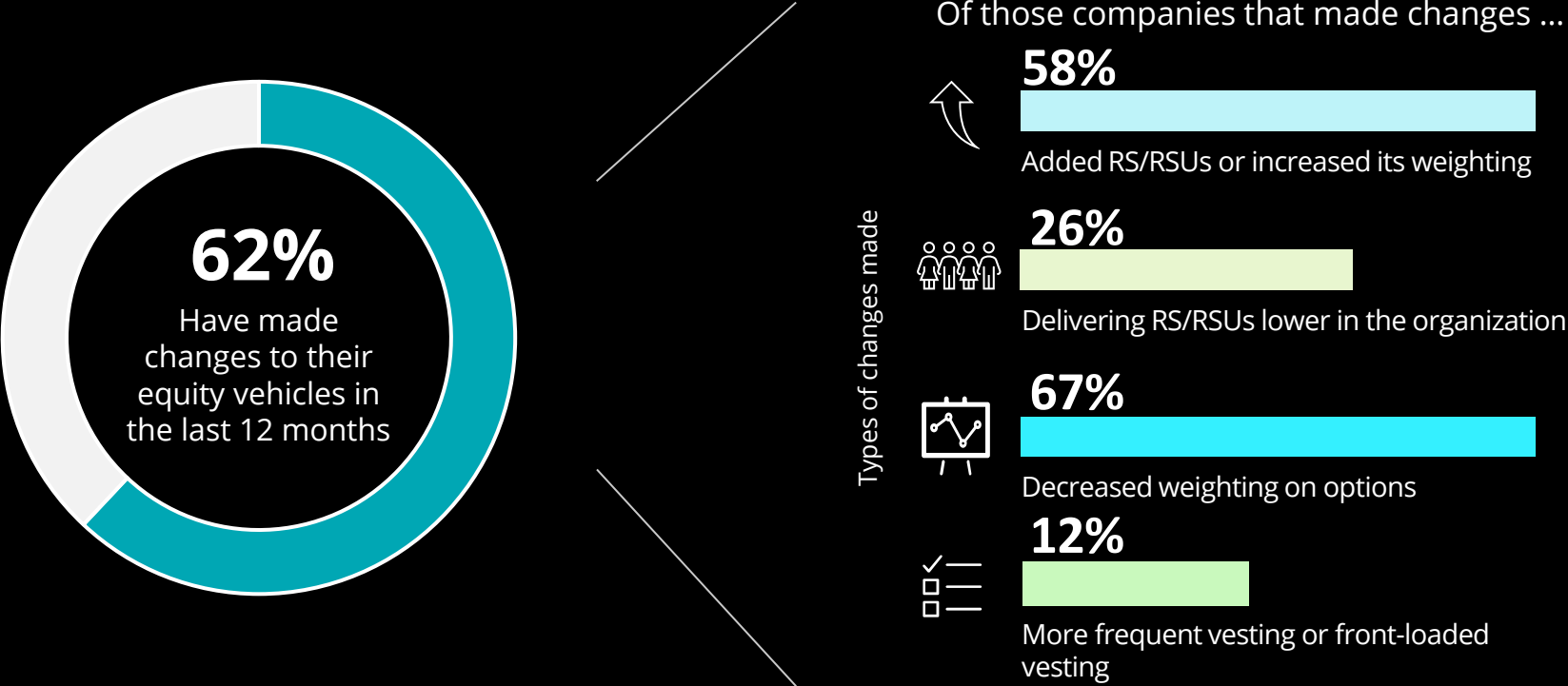
AT WHAT LEVELS HAS EQUITY PARTICIPATION INCREASED?



“The evolution of equity compensation,” Deloitte (2023).

The rise of restricted stock

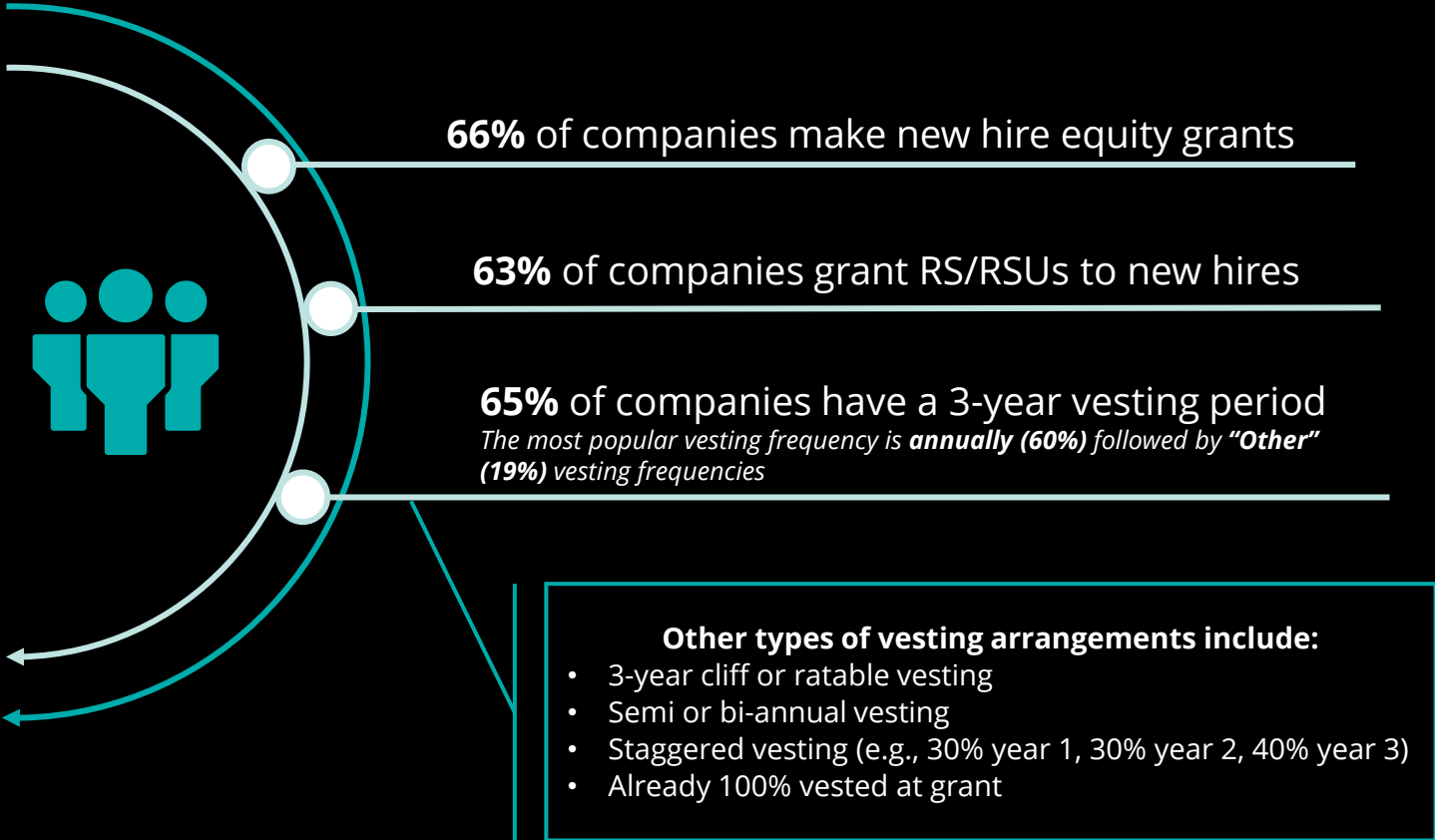
To deliver equity lower in organizations, companies surveyed have been opting for Restricted Stock / RSUs resulting in a de-emphasis on granting options.



“The evolution of equity compensation,” Deloitte (2023).

New hire grants are commonplace in the current climate

Based on the survey, new hire grants are usually offered to Director level and above in the form of restricted stock / RSUs vesting annually over 3-4 years, with some differentiation in the vesting arrangements to meet strategic needs.

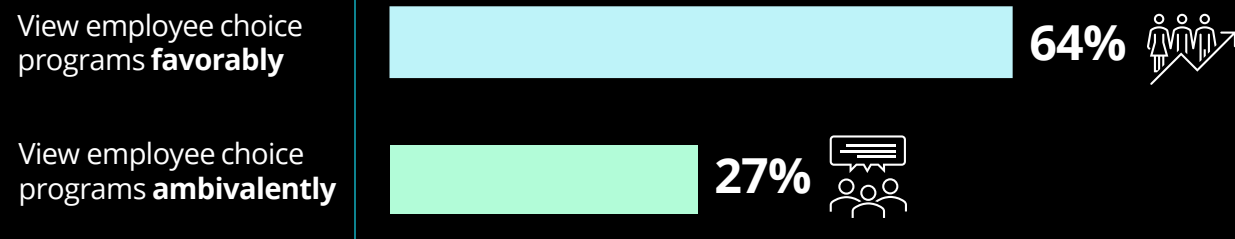
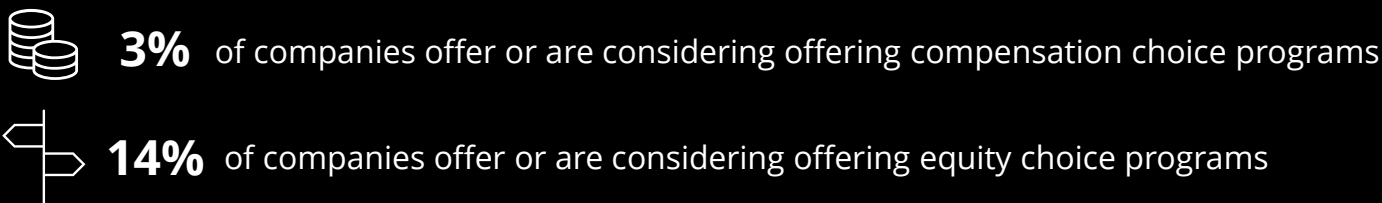


“The evolution of equity compensation,” Deloitte (2023).

Compensation and equity choice programs are still rare

Based on the survey, it is still uncommon for companies to offer employee choice programs despite favorability among employees.

CHOICE PROGRAMS



“The evolution of equity compensation,” Deloitte (2023).

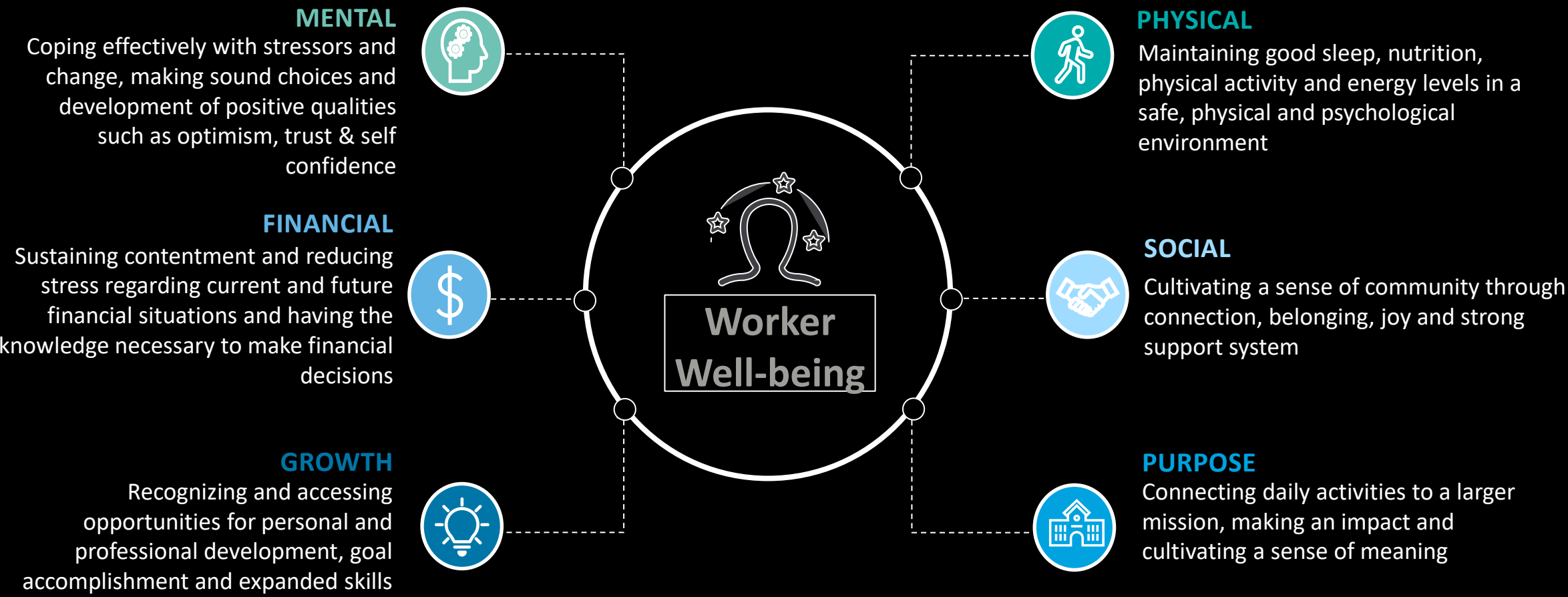
Well-being and purpose

Maintaining a healthy workforce community



Purpose and Well-being

A holistic approach to well-being is a catalyst that drives employee health, safety, and engagement.



Questions?





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