



TOWERS
PERRIN

Comp Agility:
Putting the Power in Your Hands

The new compensation administration solution from Towers Perrin

THE NEW COMP AGILITY SUITE: TOWERS PERRIN'S COMPENSATION ADMINISTRATION WEB TOOLS AND SUPPORTING SERVICES

When it comes to compensation administration, you need the right data, the right tools and the right support services. And you need them now.

Towers Perrin's Comp Agility has modular tools and customizable supporting services. That means you select only what you need, when you need it, from a complete set of services and tools, including:

- market analysis tools

- job evaluation tools

- competency administration tools

- help with job documentation, data management and data loading

- more in-depth help with developing global grades or bands.

The business case — how Comp Agility can help

Do your job titles, grades or bands, and compensation levels make sense across the globe?

Do you struggle to consistently manage your internal hierarchy and external competitiveness across the organization?

Do you have the tools at your fingertips that enable you to access and manage your compensation data globally?

Is your compensation administration software meeting your needs?

Are you looking for data, tools or just someone to help with the administrative workload?

Do you want to streamline administration so you can spend more time on analysis, design and strategy?

Does your current job evaluation methodology meet your needs?

Do you have an effective competency model that's administered efficiently?

THE BUSINESS CASE: TALENT MANAGEMENT — A C-SUITE ISSUE

Like all organizations, yours is challenged with finding, keeping and motivating the right mission-critical talent. People-dependent strategies and workforce dynamics have made talent management an issue for the C-suite and the boardroom.

You know that to execute your talent management strategy, you've got to get the basics like pay and benefits right, and exceed employee expectations about differentiating reward elements such as career management, learning and development, and performance management.

To balance these objectives, you need all the advantages you can get: the right tools, technology and intellectual capital, plus economies of scale.

COMP AGILITY CAN HELP. It's compensation administration Web tools and supporting services that provide only what you need, when you need it. Powered by Towers Perrin's Career Map, Comp Agility has both the software and the content to facilitate job and role management, plus market analysis in a career-oriented framework.

GET WHAT YOU NEED, WHEN YOU NEED IT

Because the tools are modular and the services customizable, you get the flexibility to choose exactly what you need, whether it's help with data management and data loading, support for software users, or more in-depth help with developing global grades or bands — whether you imbed the Career Map content in your work, customize it to match your organization or use your own career/competency model for job evaluation and role management.

CAREER MAP: A SOLID FOUNDATION

Towers Perrin's Career Map is an organizing construct for jobs and market data that serves as the foundation for the development of integrated HR programs. The major premise underlying Career Map is that there are discernable, broad steps in an individual's career that are consistent across organizations. These steps can be translated into generic career levels that then form a typical career road map. Career Map describes this typical career progression within and across job functions.

Comp Agility supporting services



Market data acquisition: We can help you identify and acquire the right surveys from Towers Perrin and other organizations, audit current salary survey sources and recommend changes, administer custom surveys on your behalf, and collect hard-to-find salary or prevalence data.

Market data management: You can — or we can help you — submit data to other organizations' surveys, analyze your pay practices against targeted labor markets, and perform ad hoc research and analysis, including geographic differentials, new-hire rates and college graduate pay.

Compensation delivery: You can analyze salary structures relative to market and internal needs, assess new structures as needed and determine cost implications. We can also help you define and develop salary administration guidelines, and determine the cost implications of guidelines and compensation program changes.

Job evaluation: You can analyze and document job content and maintain job documentation once complete, apply a job-leveling framework across the organization, and create consistent organizational hierarchy and titling. This same leveling construct can be used to define career paths and individual career progressions.

Competency management: Beginning with our Career Map model or your own custom model, you can define functions, disciplines, ladders and levels to be used to assess jobs and individuals. You can also identify and manage functional competency models.

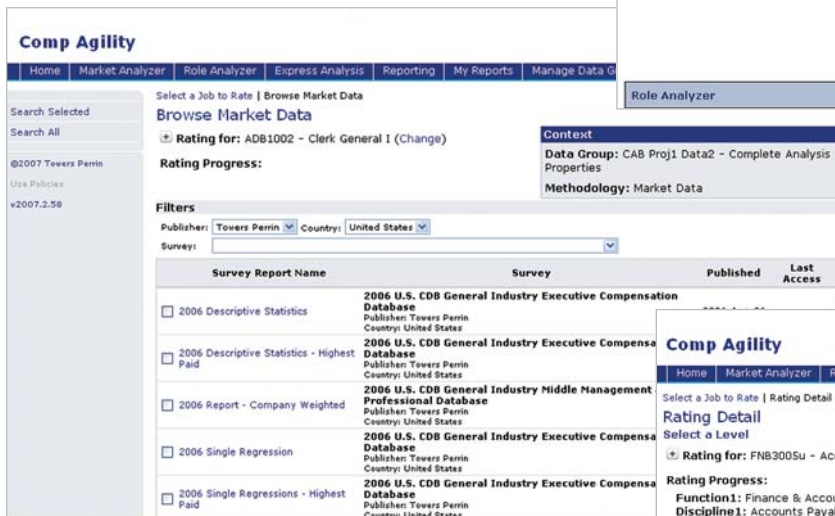
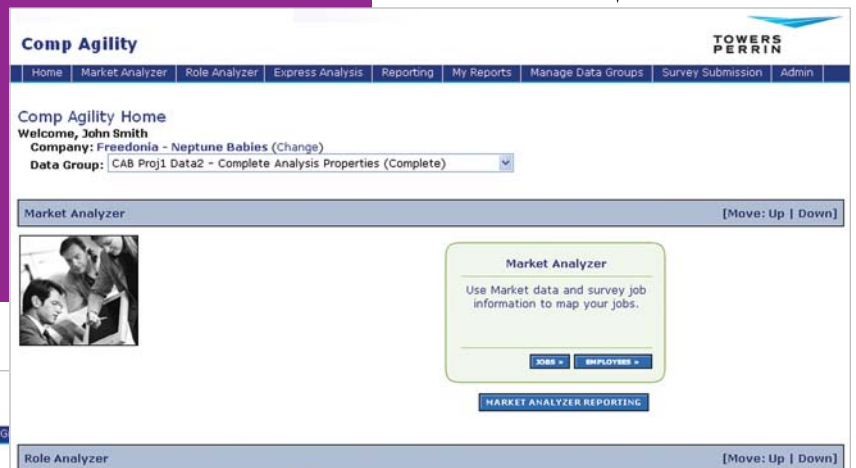
Comp Agility Web-based tools

OUR COMP AGILITY TOOLKIT HAS TWO MODULES

Market Analyzer™: Our Web-based compensation analysis module provides a range of solutions and capabilities, including data storage and review, online benchmarking, a survey data browser, a market-pricing function, a survey submission function and a reporting tool.

Role Analyzer: This Web-based module lets you design and manage information about jobs and job evaluation, manage employee competency assessments, manage your organizational and functional competency models, and produce various workforce distribution reports.

Comp Agility is customized to meet your needs.



Map the job directly to Towers Perrin or other organizations' surveys...

...or map the job to the Career Map competencies.



ABOUT TOWERS PERRIN

Towers Perrin is a professional services firm that helps organizations improve performance through effective people, risk and financial management. The firm provides innovative solutions in the areas of human capital strategy, program design and management, and in the areas of risk and capital management, reinsurance intermediary services and actuarial consulting.

Towers Perrin has offices and alliance partners in the world's major markets. More information about Towers Perrin is available at www.towersperrin.com.

Your Privacy

We will only use your business details to inform you of developments we believe may be of interest to you, including services, tools and products we offer. You may request that we cease contacting you on this topic by writing to us at the address below, attention Marketing Services: Databases and Surveys Group. Please include the name of the brochure you received in the text of the letter. You will be promptly removed from our mailing list.

