

Compensation/ HRIS Roadmap

2020-2022
2 year Plan

2020

Q1

Need Analysis

In this phase we will identify all the gaps and improvements that can be improved.

Q2

Implement

Philosophy
Guidelines
Payfactors
Workday Requirements
Full Compensation Study

Q3

Transformation

Job Desc. Review
EmPOWER Bar Launch
Data Cleanup for Workday
HRIS Partnerships

Q4

Reflect

Review Needs for 2021
Complete any goals from previous quarters that have carryover

2021

Need Analysis

In this phase we will identify all the gaps and improvements that can be improved.

Q4

Reflect

Review Needs for 2022

Complete any goals from previous quarters that have carryover

Q3

Transformation

Workday GO-LIVE!

Implement

Q2

Comp Study Complete
Recommendation for market wage implementation
Workday Prep/Planning

Q1

2022

Q1

Optimization

The year of Optimization!



Goals

The Compensation and HRIS teams will create three new streams of communication avenues to support the consistency of messaging, methodology and relationship building by Q2 2021.

The Compensation and HRIS teams will celebrate each other both professionally and personally each quarter in an effort to foster team agility and eliminate silos.

The Compensation and HRIS teams will identify four or more processes by Q2 2021 to streamline and gain efficiencies that reduce bottlenecks with an emphasis on strategic proactiveness.