



Investments in talent remain a significant component of an organization's cost structure, and human resources executives must properly align employee compensation with long-term strategic objectives in order to effectively serve their communities.

Organizations that partner with SullivanCotter gain access to an experienced consulting team that specializes in the health care and not-for-profit industry. Leveraging over 25 years of experience, we work closely with organizations on all aspects of employee compensation and total rewards programs to drive performance, support growth and accelerate change. With comprehensive solutions backed by our industry-leading compensation benchmarks, human capital data and proprietary **Workforce Insights360™ methodology**, we help clients evaluate and optimize their workforce so they can achieve their strategic objectives faster.

Services we provide:



As a result, our clients can better:

- Attract, engage and retain top talent through customized compensation design programs
- Align employee compensation within a sustainable workforce architecture that is scalable for future growth
- Understand industry trends and develop compensation strategies that support the operating priorities of the organization
- Create meaningful and transparent career pathways via competitive compensation and benefits programs
- Optimize their workforce to ensure appropriate span of control and allow for the right number of employees at the right level with the right title
- Identify and develop both existing and emerging roles as the health care industry evolves
- Facilitate workforce consolidation during mergers and acquisitions by harmonizing job titling, span of control and pay programs