

Co-Sourcing | Case Study

Don't let critical compensation initiatives fall to the wayside



Improve operational efficiency and reduce the burden on in-house HR and compensation functions with our innovative new co-sourcing solution.

We combine the insight and operational expertise of SullivanCotter consultants with the capabilities of your organization's in-house professionals.

Learn how SullivanCotter worked with one organization to address time and resource constraints by assisting with compensation planning, management of annual survey submissions, and the delivery of additional strategic and operational support as needed.



Challenges

Without a well-defined and consistent approach for various market benchmarking activities, the client was struggling to support the annual compensation planning process.



Approach

SullivanCotter worked closely with the client to manage critical compensation functions that had previously been hindered by a lack of internal resources, time or expertise.



Outcomes

Seeking operational support allowed the organization to leverage SullivanCotter's expertise in developing a more consistent and accurate compensation management process.



These issues included:

- **Significant market lag** due to lack of pay data review and inconsistent benchmarking
- Difficulty managing their **market pricing** platform
- **Lack of in-house expertise** in certain areas
- **Heavy operational burden** to submit data for up to 15 compensation surveys per year
- **Inconsistent and inaccurate** survey job-mapping process

This support included:

- Assisting with **annual compensation planning** to identify areas of improvement and suggest relevant compensation adjustments
- **Coordinating the annual survey submission process**– including data audits to help maintain compliance
- **Mapping client jobs** to appropriate survey matches
- Creating survey data **upload templates** for benchmarked jobs

The client now has:

- The ability to focus on more **strategic, transformational work**
- Assistance with **market benchmarking** and **analysis**
- A **well-defined process** for submitting annual survey data
- **Jobs accurately benchmarked** in the market pricing platform
- A **co-sourcing partner** able to offer ad-hoc advisory and operational support as needed

"The support from SullivanCotter's team is instrumental in ensuring we stay current with the market. The valuable insights are critical for annual compensation planning."