

# SHRM UT-Dallas

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Chuck Leu

# Personal Background

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## **PARADOX** COMPENSATION ADVISORS

### Principal

- Total Rewards Design and Strategy
- Human Capital Strategy, Compliance and Analytics
- Incentive Design and Modeling

## **A. H. BELO CORPORATION**

### Vice President - Human Resources

- Management Council
- Benefits Administrative Committee & Employee Engagement Team - Chair
- Member of the Board of Directors - Untapped Festivals & Dallas Morning News Charities

# Agenda

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- Total Rewards Management (Compensation)
- Day-to-Day Activities
- Personal Experience
- Tips



# Total Rewards Management

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## Compensation

- Internal Equity
- External Competitiveness
- Cost Factors
  - Payroll
  - Anticipated growth rate
  - Inflation rate vs. salary increase percentage
- Types
  - Base salary
  - Bonus/commission
  - Equity

# Total Rewards Management

## Benefits

- Benefits offered
- New regulations
- Self-insured
- Medical expense growth rate
- Voluntary benefits



# Total Rewards Management

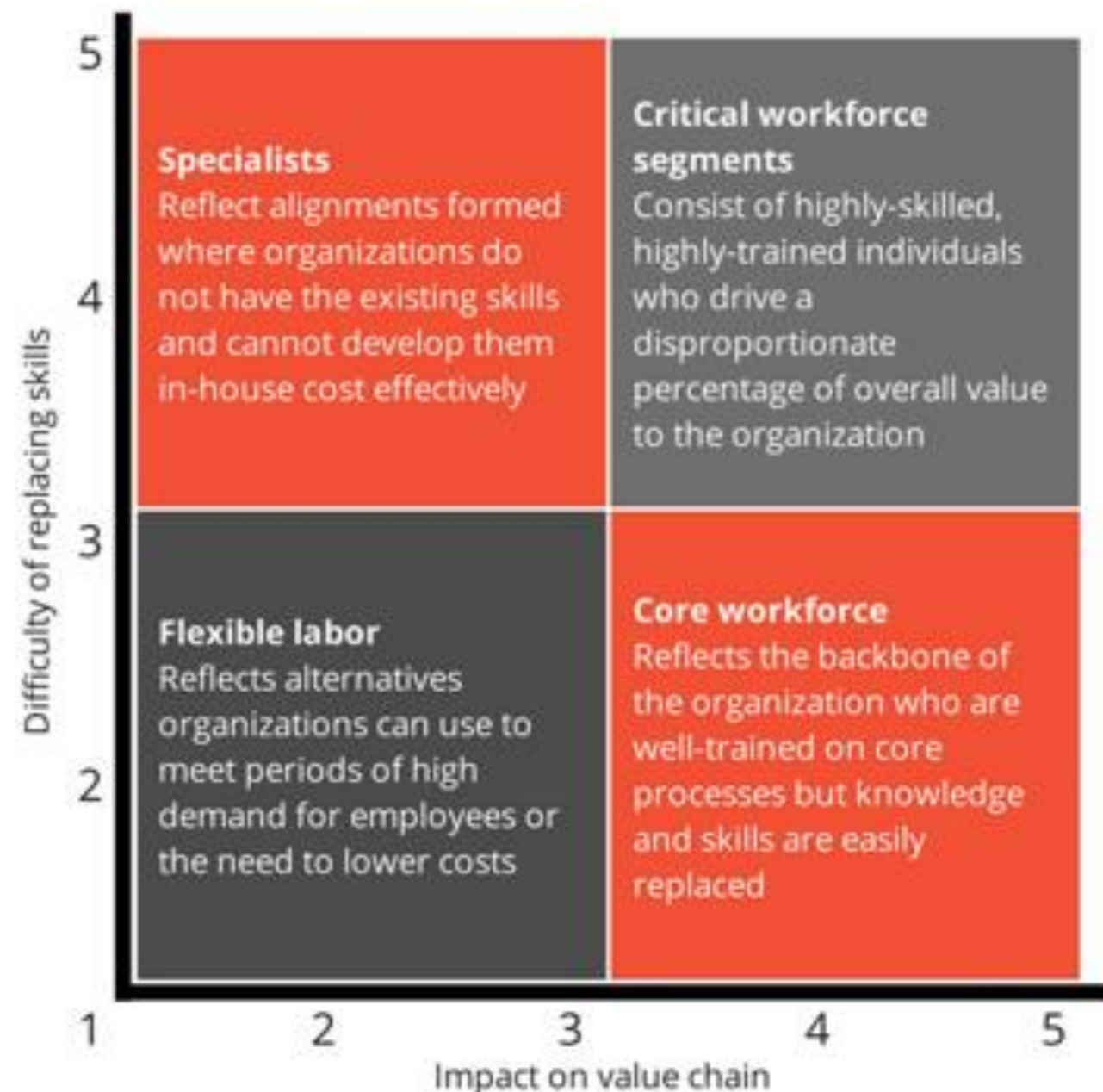
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## Workforce planning

- High potential lists
- Succession planning
- Strategic reorganization
- Outsourcing

## Limited resources

- Who are you going to pay?



# Total Rewards Management

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## Future

- Workforce demographics (Generations & Economics)
- Workforce Analytics

	<b>Matures</b> (Before 1945)	<b>Boomers</b> (1946-1964)	<b>Gen Xers</b> (1965-1980)	<b>Millenials</b> (1981-1996)	<b>Gen-Z or i-Gen</b> (1997-Present)
<b>Age Today</b>	70+	51-69	35-50	19-34	18 or younger
<b>% Adult Population</b>	16%	34%	19%	30%	
<b>% Internet-using adult population</b>	8%	33%	21%	35%	
<b>Communication media preferences</b>	Letter	Telephone / E-mail	E-mail / text	Text / social media	Hand-held or wearable smartphones
<b>Career Attitudes</b>	Job for life. Loyal to one employer.	Large organizations provide whole careers. Face time in office. Live to work.	Loyal to a profession, not an employer. Emergence of the "knowledge worker." Work to live.	First digital careers / work "with" organizations not "for" organizations. Work my way, not your way. Desire meaningful work.	Mobile workers, moving with knowledge to where knowledge valued most. Will want change, stimulation, fast promotions.
<b>Work Incentives</b>	Respect, consistent and regular rules and schedules	Titles, retirement plans, cash incentives	Family-flexible schedules, health insurance, fair and equal and consistent pay	Flexible time off, cool perks, travel opportunities, equal and consistent pay	
<b>Formative Life Experiences</b>	Depression, WWII and rationing, nuclear families and few divorces, gender roles	Cold War, Vietnam, Moon landing, Woodstock, communal living	Fall of Berlin Wall, Introduction of PCs and video games, rising levels of divorce	9/11 and rise of global terrorism, PlayStation, social media, reality TV, Google	Economic downturn, emergence of mobile devices, global warming and environmental issues, Wiki-leaks

# Day to Day

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## Consulting

- Analyst
- Associate
- Consultant
- Principal
- Partner

## In-House

- Analyst
- Specialist
- Manager
- Director
- Vice President



# Personal Experience/Tips

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## Be Ready

- House together
- Business savvy
- Analytical skills
- Financial skills
- People skills