

BEYOND MARKET RATE: ALIGNING PAY TO THE VALUE OF WORK

Compensation is more than a budget line item—it's a strategic lever that shapes retention, performance, and trust. Yet many organizations still rely on market benchmarks as the primary driver of pay, even though market data is backward-looking and increasingly misaligned with how work is evolving.

This interactive session equips senior HR leaders to move beyond job titles and “going rate” shortcuts and build a more strategic, data-driven approach to compensation. Participants will learn how to clarify their compensation philosophy, identify the skills that truly create value (including “hard-to-automate” capabilities like judgment and relationship-building), and translate internal role value into repeatable decision rules leaders can apply consistently.

Through practical examples and hands-on exercises, participants will pressure-test their reliance on benchmarks, reframe roles through a skills lens, and leave with a clear roadmap for implementing pay practices that are fair, defensible, and future-ready—turning complexity into clarity leaders can communicate with confidence.



Participants will walk away with these skills:

- Recognizing the limitations and risks of benchmark-first pay decisions
- Drafting a clear compensation philosophy aligned with strategic priorities
- Building an internal value framework that reflects real role impact—not just job titles
- Identifying value-creating skills (including capabilities that are often undervalued) and integrating them into pay decisions
- Spotting common drivers of inequity and inconsistency
- Translating internal value and skills into clear, repeatable pay decision rules
- Creating a practical roadmap that uses market data as an input while strengthening culture, reinforcing trust, and positioning the organization for long-term success.

Audience:

Senior HR leaders

Duration:

This program consists of a two-hour, in-person session.

Cost: \$75 General Registration

Select Discounts Available

0.2 CEUs will be issued for this program