



Meir - Total Reward

High performing organisations all have one thing in common -

'A Reward and Talent Management programme designed to support their business goals'

MEIR - where Reward means so much more than a salary level!

Think  *Total Reward*



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Summary – Why MEIR?

- **A Bespoke HR Consultancy** - MEIR provides leading edge HR solutions but with a personal touch; large enough to have global products, small enough to be flexible. We have off the shelf solutions that can be tailored to meet your needs. We give you what you need, not just what we have.
- **Global Reach** - MEIR products have been used across Europe, Africa and the Middle East by major corporations.
- **Local Focus** - MEIR has over 30 years experience of supporting clients across the world including 20 years in Ghana across a wide range of sectors.
- **Sectoral Diversity** - MEIR has worked across multiple sectors including Oil & Energy, Banking, Insurance, Mining, Manufacturing, Retail, Public Sector, even satellite communications.
- **Experienced consultants** - MEIR only has Director level consultants; so you will never pay for someone else's training.

Meir Total Reward Framework

Reward strategies must be anchored in business reality to be effective. This means linking your Reward Strategy to your Business Strategy – and meeting the needs of your employees as well as those of your organisation. Our Total Reward Framework helps you optimise Reward, no matter how challenging the conditions.



© The Meir Total Reward Model

We regularly assist our clients by helping them to:

- Develop Reward strategies
- Conduct internal and external pay comparisons and align their Reward practices with the appropriate markets
- Conduct benefits policy assessments
- Develop or Review their 'Expatriate policies'
- Develop communications programmes for their staff and/or unions



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Reward Strategy

Reward is a critical part of an organization's cost structure and cannot be ignored, particularly in difficult economic conditions.

MEIR can help you to develop a coherent Reward Strategy that supports and reflects the needs of the business, now and in the future, and is tied closely to company strategy, business performance and the needs of employees, improving employee engagement and retention and improving control over human capital costs.

Effectively managing the multiple components of compensation and benefits and the ways in which they impact employees is a critical consideration for all organisations as it has a direct impact on employee engagement, motivation and performance.

Going beyond this and recognizing the concept of "Total Reward" and how it aligns with, and reinforces, the business strategy is a further step that the most successful organisations make.

"Total Reward" covers not just the pay elements but the vision and values of an organisation and the way it seeks to engage with its employees.

Taking Total Reward and linking it with other HR practices, such as job evaluation, career development, performance and talent management, enables companies to optimise organisational and individual success through rewards and incentives, both cash and non-cash, and make them **"Employers of choice"**.



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Reward Comparisons

MEIR can help you to review both internal and external equity, looking at both the levels and the constituent elements of your Compensation and Benefits package.

We have 25 years of reward consulting experience and are able to work with a large range of external market data as our “MEIR Global Career Framework” is mapped against all other major data providers thus facilitating accurate market comparisons.

We can work with you to identify the appropriate market comparators and the key elements of compensation that can provide your company with a critical competitive edge.

MEIR can also provide your company with accurate **Tailor Made** survey data for little more than the cost of an “off the shelf” survey.

We have conducted Reward surveys since 1996, covering over 50 countries globally.

We have worked in a broad range of industries including oil & gas, mining, banking, and insurance.

All our surveys are underpinned by our ‘MEIR Global Career Framework’ to facilitate accurate benchmarking and enable easy comparison with all other major reward survey providers.



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Benefits

Employee benefits are a vital part of Total Reward but many employers lack a clear understanding of how the value of their benefits programmes compares with the marketplace. What's more, many employees underestimate the significant value of their benefits package.

Meir can help you to benchmark, design and implement benefits programmes that are cost effective and high value and that reflect both your organisations goals and employees' priorities.

We achieve this by:

- auditing existing benefits packages as part of Total Reward in relation to both employer and employee needs and benchmarking them against the market;
- establishing what employees value most so that the benefit investments can achieve maximum "Bang for Bucks" by being allocated to the areas of highest perceived value for employees;
- detailing benefit costs, so employers can prioritise expenditures and provide robust Total Remuneration statements so employees have a better understanding of the value they receive from the organisation
- integrating benefits fully with other Reward and HR programmes.

The result is a benefits package that truly responds to your employee's needs while fitting within your overall Reward strategy.



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Expatriate Management

In the esoteric world of Expatriate Management MEIR can assist organisations

- reviewing their existing Expatriate Management policies and practices

or

- just starting to tackle the challenges inherent in the international transfer and management of staff.

We will work with companies in looking at the some of the complex issues involved in determining and controlling appropriate international remuneration including;

- Reviewing different approaches and examining how they may fit with your company requirements in terms of evolution and culture;
- Providing practical information and advice on how to manage international remuneration, where to find the data you need to manage assignments and how to access appropriate sources of advice and guidance;



Communications Programmes

Change Management of any kind requires clear, focused communications that clearly outline and explain

- What has happened
- Why it has happened
- What it means for the organisation
- What it means for the individual employee

Successful communications programmes need to start before any change process in terms of managing expectations.

We will work with clients to establish the appropriate message and the appropriate media.

We will also work with clients developing and, if required, delivering the “message” to employees using presentations and “Road Shows” delivered both physically and on line.



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Training Programmes

As well as delivering leading edge HR solutions and processes MEIR also delivers training programmes. These are generally public programmes but they can also be adapted as required to meet the requirements of individual organisations

Total Reward & Performance Management

This two day workshop covers all aspects of reward management providing participants with the requisite skills and knowledge, through the use of practical applications and exercises, to deliver successful Reward Management in their company. The programme enables participants to:

- Understand the concept and impact of the various elements of Reward
- Develop a coherent Reward Strategy that supports the business strategy
- Understand how the use of a Total Reward strategy can assist a business in becoming an employer of choice
- Improve their ability to communicate the benefits and value of Total Rewards to employees

Solutions in International Remuneration

This two day workshop introduces the esoteric world of expatriate management, examining, and reducing, the complexities involved in managing staff on international assignments. This programme:

- Introduces some of the complex issues involved in determining and controlling appropriate international remuneration;
- Reviews different approaches and examines how they may fit with different company requirements in terms of evolution and culture;
- Provides practical information, including checklists, and advice on how to manage international remuneration, where to find the data you need to manage assignments and how to access appropriate sources of advice and guidance;
- Uses case studies to illustrate the complexities in the area of international remuneration and provides workable and innovative solutions to these problems.



Meir Clients



Energy Sector Clients



WEST AFRICAN GAS PIPELINE COMPANY



bp

Exxon



ND NIGERDOCK





Banking Sector Clients



WORLD BANK GROUP



FNB
First National Bank



BUILDING TEAM SPIRIT TOGETHER





Other Sector Clients



RIVER ISLAND





How to reach us

We have a global reach and an impressive client base so why not get in touch to see how we can help your organisation meet its goals.

For further Information visit us at www.meirglobal.com

or call us on: +44 20 8870 3944

And ask for Simon Norridge or Insel Jemal

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