

Compensation & Benefits

4 Common Compensation Mistakes (And How To Correct Them!)

Business owners are confident in addressing many topics, but ask them about compensation and that confidence goes out the window. Few business owners have any comprehensive compensation program. Instead, different deals are made with different team members, and soon their compensation system is nothing but deals on top of deals. With the current environment of pay cuts, and blown bonuses how do we decide what compensation is fair?

In this presentation, Brad Farris reviews Four Common Compensation Mistakes and provides practical solutions to each of them. He will review the process of determining fair and reasonable salary ranges, and the potential for merit increases, bonuses and other variable compensation. During the presentation, members will begin drafting a comprehensive compensation plan for their own team.

We cover such issues as:

- Determining Market Salary for a position.
- Positioning a specific candidate within the range of market salaries.
- Process for creating a range for merit increases.
- Positioning a specific team member within that range.
- Bonus programs, how to reward key employees, but only when their performance and the company's performance dictate a reward.
- Comprehensive Compensation Planning and how to tie all this together with your company values so that you get the most out of your compensation program.

Brad Farris addresses these issues using examples drawn from his 10 years of consulting with Small Business Owners. During this time, he has seen many clients make these four mistakes, and he helped them work their way back to a fair and reasonable compensation plan.

Brad's speaking style is dynamic and interactive – no PowerPoint here! He uses a flexible format, allowing enough time to appropriately address members' concerns.

Value to Members: Members will leave with sample bonus plans and merit increase guidelines that they can use in their businesses right away. They will have scenarios, which they will have worked through as a group, that help them know how to deal with the many and varied different compensation challenges they face in their business.

Biography: Brad Farris is a Principal Advisor with Anchor Advisors, Ltd. in Chicago. Anchor Advisors, Ltd. helps business owners to grow their business by clarifying their purpose, getting the most out of their people, developing consistent processes and understanding their key performance measures. Prior to founding Anchor Advisors, he worked for a privately owned conglomerate where he was part of a team that purchased small businesses. After a transaction was completed, Brad was often asked to take an operating role in the acquired firm.

Farris has spoken on the issue of compensation for over 10 years, though this is his first year speaking to Vistage groups. Brad is a lifelong learner, with an undergraduate degree from Northwestern University and additional continuing education from the University of Michigan and the University of Chicago.

