

Content: Single-Page Website

Intended URL: /

Current URL: same URL

Keywords: N/A

Title Tag: Aligncomp | Compensation consulting for growing organizations

Meta Description: Recruit and retain the best people as your organization expands. Compensation strategy from Aligncomp helps you win and keep talent in a competitive market.

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{hero section}

Compensation consulting for rapid-growth organizations

**Recruit and retain the best people as your company expands.
Compensation strategy from Aligncomp helps you win and
keep talent in a highly competitive market.**

<<Talk with Aligncomp>>

{Body}

{Introduction}

When your company is approaching 100 employees in multiple locations, you need absolute clarity into how to compensate them effectively and competitively.

Your old HR systems aren't keeping up with new business plans and compliance rules. As head of human resources and the chief people officer, you're looking for a better way to build and sustain an outstanding team.

Aligncomp designs and implements compensation programs for growing companies. It helps organizations shift from "person-based pay" to "job-based pay" so they can attract high-quality employees, improve their performance, and ensure competitiveness and equity.

Partner with Aligncomp, and realign your compensation strategy with your business strategy.

	{image to go with testimonial}		{image to go with testimonial}
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<p>{Testimonial Quotation</p> <p>Name, Title Company}</p>		<p>{Testimonial Quotation</p> <p>Name, Title Company}</p>	
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{Problems}

Your company’s management is thinking big. You need a larger workforce that can achieve these ambitions, but there are real challenges to growth.

<p style="text-align: center;">Overpaying or underpaying employees in an unstable labor market... or not sure</p> <p>You don’t have the data to predict hiring costs with confidence from one quarter to the next.</p> <p style="text-align: center;">Talent drain</p> <p>Without proper compensation, you have to watch job candidates and experienced employees leave for your competitors.</p> <p style="text-align: center;">Murky recruiting standards</p>	<p style="text-align: center;">Rewarding the wrong people</p> <p>Compensation seems to be going to the best negotiators and not necessarily to the talent that contributes the most to your company.</p> <p style="text-align: center;">Incentives that don’t incentivize</p> <p>Payouts and increases aren’t motivating employees or changing behavior. People are just going through the motions and dislike your process.</p> <p style="text-align: center;">Pay transparency and equity are important but uncertain</p>
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<p>Your HR team is trying to recruit without clear guidelines, grades, and pay ranges. It's always operating in "emergency hire" mode.</p> <p style="text-align: center;">Too many compensation exceptions</p> <p>You're constantly negotiating on a one-to-one basis, adjusting ranges to win star candidates or keep vital team members.</p> <p style="text-align: center;">Getting employees on board with comp changes</p> <p>Even if your company adjusted compensation ranges properly, it would need to communicate them effectively to employees.</p>	<p>Your inbox is filled with articles about legal requirements and best practices, but you don't know where the company stands.</p> <p style="text-align: center;">Job titles no longer match responsibilities and compensation</p> <p>The organization began with a flat hierarchy. A growing team has left people unclear about their role, career path, and pay expectations.</p> <p style="text-align: center;">Lacking a strategy for executive compensation</p> <p>As you bring on new leaders or revise roles, you need to offer attractive incentives, retain your best, and use equity comp wisely.</p>
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{Dream state}

Break through these obstacles to growth. With the right compensation strategy, you can:

{icon?}	Keep up with change, with the ability to flex or update your job and pay structures as needed so they support your people and business strategies.
{icon?}	Scale the workforce while improving your planning and sticking to your company's compensation budget.
{icon?}	Back your pay decisions with professional-grade data, helping you walk into every meeting with answers for stakeholders.

{icon?}	Give your HR Team and managers great tools, to help them do their job without coming to you for every comp exception.
{icon?}	Make yearly pay increase events meaningful and efficient, and eliminate doubts about the ROI of your merit and promo cycles.
{icon?}	Empower managers to make good decisions locally about their employees' compensation.
{icon?}	Make it easier for employees to understand and have pride in their roles and feel excited about their incentives and opportunities for growth.
{icon?}	Have confidence that your reward programs match up with your competitors, while highlighting your unique culture

{Introduction}

Aligncomp leads organizations through transformational growth by realigning their compensation strategy with their business strategy.

{Image. Maybe Jim helping a client.}	<p>Aligncomp designs and implements compensation plans for companies as they expand to 100 employees and beyond. It offers industry best practices tailored to the unique needs of small and midsize businesses.</p> <p>Partner with Aligncomp to improve hiring, implement competitive pay programs, and promote compliance and transparency.</p>
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<<See how. Talk with Aligncomp>>

{If the user does not convert at the section above, the following section is meant for people who need more information}

{Introduction to Jim}

About Aligncomp's Founder and CEO

Jim Campbell helps clients transition from basic tactics to best practices in employee rewards. For over 25 years, he has created and optimized compensation programs for some of the world's largest and fastest-growing businesses. Through Aligncomp, he brings this expertise to small and midsize companies at the crucial point in their expansion.

{Jim Photo}	<p>Career Highlights</p> <p>Aligncomp, CEO and Founder</p> <p>Benefitfocus, Leader of Rewards, HRIS, Incentives, and Executive Compensation</p> <p>McKesson, Director of Compensation and HRIS</p> <p>Truist (SunTrust Bank), VP, Senior Compensation Consultant</p> <p>Orange / France Telecom (Equant), HR Business Partner</p> <p>William Towers Watson (Towers Perrin), Consultant</p> <p>JPMorgan Chase, HR Associate / Compensation Officer</p> <p><<View Jim’s full resume.>></p>
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{I wrote this as a quotation from Jim, providing a more personal approach.}

{Maybe a photo of Jim or just a graphical design element}

“My goal is to make a great impact for clients in a short amount of time. A close and collaborative working relationship

is as important to the process as market intelligence and experienced advice. We want a solution that fits the client.

Based on 25-plus years of experience, I've learned what works and what doesn't. I've led comp programs for Fortune 100 companies and for influential market makers. Aligncomp makes that experience accessible to small and midsize businesses.

Still, this isn't a top-down approach where I come in with all the answers. To create a pay program that works best, I learn

about the organization's unique culture and priorities. I analyze objective data, and guide clients through the options grounded in market best practices, helping them to make choices that differentiate themselves, as well as to see around the corners. That way, they address immediate needs and set themselves up for the future.

{Achievements / stats section}

<p>{Maybe the World at Work Icon }</p>	<p>25+</p>	<p>Vanderbilt</p>
<p>Certified Compensation Professional</p>	<p>Years of Experience</p>	<p>B.A., Cum Laude, Human & Organizational Development.</p>

{Testimonial Quotation

Name, Title
Company}

{Services section}

Some of the ways Aligncomp can help your business

<i>Total Alignment</i>		<i>Targeted Alignment</i>
<p>A full-scale suite of services, Aligncomp guides every aspect of your compensation strategy.</p> <p>Best for organizations that:</p> <ul style="list-style-type: none">• Need to create a new compensation program or replace an aging program		<p>Have Aligncomp tailor a project to address a specific need or objective for your business.</p> <p>Best for organizations that:</p> <ul style="list-style-type: none">• Require a new salary structure, incentive plan, or other well-defined deliverable

<p style="text-align: center;"><i>Alignment Assessment</i></p> <p>Get a to-the-point analysis of your pay program so you know where to begin making improvements.</p> <p style="text-align: center;">Best for organizations that:</p> <ul style="list-style-type: none">• Plan to use the findings to win support from stakeholders for a larger initiative		<p style="text-align: center;"><i>Alignment Partner</i></p> <p>Receive ongoing consulting to supplement or fill a gap on your existing human resources team.</p> <p style="text-align: center;">Best for organizations that:</p> <ul style="list-style-type: none">• Want a trusted expert to manage projects and advise on employee issues
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{Total Alignment section}

<p>I. Research</p> <p>Review and analysis. Aligncomp examines your current pay programs, collateral, staff roster, job structures, incentives, and compensation practices.</p> <p>Interviews with company stakeholders. This step helps Aligncomp identify priorities, challenges, and opportunities. It's also invaluable for building buy-in.</p> <p>Compensation survey. Aligncomp helps you select a market survey based on over 25 years of experience. The company audits job matches, discusses recommendations with your team, and can complete the survey on your behalf. This saves you hours of time and ensures your confidence in the findings.</p> <p>Benchmark report. Aligncomp analyzes the survey data and provides a written report that addresses each role and each person's compensation against your true market competitors.</p>	<p>II. Strategy</p> <p>Once we understand your organization's position, it's time to decide how to use that information.</p> <p>Stakeholders meeting. Aligncomp presents opportunities for improving your compensation program. Do you want to pay at the market's 50th percentile, or do you want to be more aggressive? Do you need to vary your strategy for different functional areas? Aligncomp explains each option and helps you define your compensation philosophy, and guides you in choosing the best approach.</p> <p>Job architecture and pay structure. Based on these discussions, Aligncomp re-creates your job architecture and pay structure. It delivers base salary ranges, incentive targets, and program recommendations that you can act on immediately. Just as importantly, Aligncomp provides an impact analysis to gauge the cost of implementation.</p>
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<p>III. Implementation</p> <p>Aligncomp integrates these new processes and policies into your organization. It bases this part of the project on your individual needs, which might include:</p> <p>Developing materials to communicate the new compensation structure to your employees.</p> <p>Creating a pay policy handbook so you can administer compensation consistently and efficiently.</p> <p>Addressing your questions, concerns, and “what ifs” throughout the year’s promotion cycles.</p> <p>Recommending programs for pay equity and pay transparency.</p>	<p>IV. Ongoing Improvement</p> <p>Aligncomp partners with providers in other HR fields that can guide your business through transformational growth, such as:</p> <ul style="list-style-type: none">• Sales management strategy and sales compensation• Culture and employee value proposition, organizational design, and mergers and acquisitions• Talent acquisition, talent management, and performance management• Leadership assessment and executive coaching• Change management, program implementation, and communication
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For pricing specific to your company's needs,

<<Contact Aligncomp>>

{Targeted Alignment section}

Following an initial consultation, Aligncomp can design a project around the needs and objectives of your business, whether it is market analysis, salary structure or incentive plan design, communication materials, or another goal. We can ensure that you touch the right bases in the right order, understand your choices, and make the best decisions.

<<Contact Aligncomp about a customized project>>

{Alignment Assessment section}

You believe that the organization's compensation program and budget are limiting growth. If you can demonstrate the challenges to your CEO and stakeholders, you will be able to make a real change.

The Alignment Assessment is a starter-scale project. It's for chief people officers who need an expert's perspective on where their company stands. With this offering, Aligncomp:

- **Reviews and analyzes** your pay programs, job structures, incentives, and compensation practices.
- **Identifies the biggest roadblocks** keeping your company from competing effectively and from getting the best return on your investment in compensation.
- **Gives you data** to make a case that compensation programs should be adjusted, revamped, or created.

Use the Alignment Assessment to understand what's working, what's not, the reasons why, and what's possible with the right changes. With it, you can get buy-in from your stakeholders for a larger project, like <<Total Alignment>>, or other services customized to your needs.

<<Contact Aligncomp about an alignment assessment>>

{Alignment Partner section}

Ensure that your organization has the resources and expertise it needs through an hourly consulting relationship. Aligncomp excels at blending in with client teams. It can assist you each week for a defined or rolling period of time. Examples of work include:

- Managing a project in which you require additional leadership or support.
- Offering guidance or training to your recruiters or managers, with the option of working alongside them during a project and improving their capabilities.
- Providing advice to your leadership to assist or improve their decisions, such as during a merit cycle.
- Researching and making recommendations on compensation strategy and employee issues as they arise.

<<Contact Aligncomp about ongoing consulting>>

{Testimonial section}

{Testimonial Quotation} Name, Title Company}	{Photo of testimonial provider}
{Testimonial Quotation} Name, Title Company}	{Photo of testimonial provider}

{Expectations and Offer Section}

Create a clear and effective structure for compensating your employees.

Share your interest, and Aligncomp will quickly contact you to set up a consultation. Whether you have a few brief questions or want a deeper dive into your company, see how Aligncomp can help.

<<Get started>>

{global footer}

Contact Aligncomp	{Contact form here}
Aligncomp	First Name {Field} Last Name {Field}
PHYSICAL ADDRESS	Company {Field} Email Address {Field}
PHONE NUMBER	How can Aligncomp help you? <<Maybe a dropdown with options>>
{Social Icons}	Message {Large field, optional}
	{CAPTCHA or other spam prevention}
	<<Contact<<button to submit>>