

not so fast

Are you sure your
plan for next year
is complete?



Before you breathe a sigh of relief and submit your budget for the coming year, ask yourself one question, “Have I considered all the aspects of our employees’ experience?” Employers are awakening to the need to consider all the elements that impact an employee’s life—not just the employee’s work life—and how to design offerings and programs that position them to stand out in the eyes of candidates. Where are you on that journey?



You may have completed your salary increase budgets, but are you thinking about what you need to improve the employee experience?



Plan for more than pay and benefits

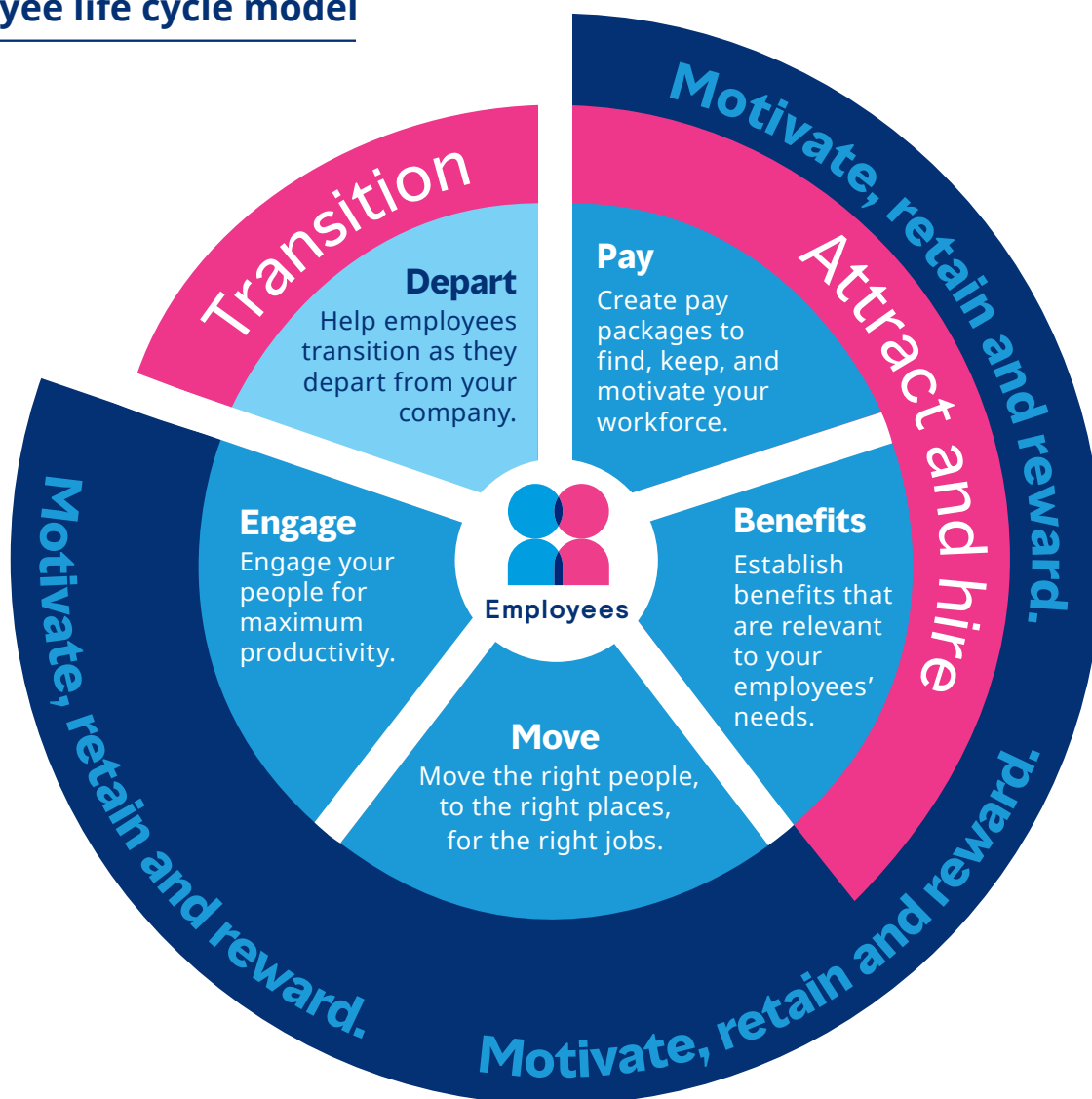
Getting pay and benefits (aka rewards) right is still a top priority. If you're relatively new to establishing a rewards program, start with the basics. A good starting place is to make sure your [benchmark methodology](#) is aligned with your company's rewards philosophy. Then, make sure your surveys really capture your competitive labor market. If it's tools you need—there are a ton out there—and there's also help available to make sure you choose the right one.

If establishing a [rewards program](#) is your focus right now, you might not be quite ready to implement the suggestions in this article. Rest assured, you're not alone. Companies are all in a different place on this journey. It's important to have a strong foundation in place before you add the bells and whistles.

If getting the basics right is your concern, start there; we're happy to help.

However, if you're confident in the effectiveness of your compensation management program, then it's time to look beyond pay. Consider the full employee lifecycle—what sort of experience do you want your employees to have? How should they think of you, as an employer?

Employee life cycle model



Beyond measuring engagement

Are you listening? With the speed of disruption affecting how we work, how we compete and how our employees experience life, are you really in touch with what your employees [need, want, and value?](#)

Many companies do an annual or semi-annual employee engagement survey. The amount of work involved in preparing the survey, distributing, collecting, and analyzing results is typically an 'all-hands-on-deck' challenge. **Then, what do you do with the results?** By the time action plans are developed, it may be a year post-survey and...sigh...time to start planning for the next survey. But, there's a better way.

By marrying advances in technology with Mercer's deep experience in employee engagement, you can now leverage [simplified platforms](#) and consulting expertise to design and deploy engagement surveys that will result in clearly actionable findings. After all, what good is data if you can't use it to act?

Oh yeah, and remember that disruption? Well, if our businesses and how we work are changing rapidly, it's a pretty good bet that your **employees' sentiments are changing rapidly** too. What if you were able to efficiently design, distribute, and assess employee engagement in reaction to changes made by the company, announcements, or "improvements" and be able to react in real-time? With [employee pulse surveys using Allegro](#), you can!



What does mobility mean?

It used to be that if you were discussing mobility, it was typically for a Manager or Executive that would be going on a very formal assignment, usually to another country, because the company needed that person there for the success of the business.

Today the candidates you want, even those fresh-out-of-college recruits, are seeking companies that think about **mobility as part of the employee experience**—a way to teach and broaden horizons related to work, but also culturally and personally. For the success of the employee and the company.

This change means that you need to be nimbler and cost efficient with your mobility programs—thinking more creatively about how to provide enriching experiences to a broader employee population—without breaking the bank! Assignments now might not just mean [long-term to another country](#), but could include a [short-term rotational program](#) in various locations within your own country. By thinking about mobility as both a tool for the company—to get talent to much needed places—and as part of the enhanced employee experience, you will have a more fulsome view as to the programs and resources necessary to compete in today's challenging labor market.

In addition, you can benefit from mobility resources for even the seemingly less complex things like business travel. Are you confident that your [business travel](#) reimbursement policy (e.g., meal per diems) are right for various locations? Now is the time to look at your current policies and decide where changes need to be made.

Yes, you even need to consider departing employees

Anyone who is not currently an employee is a potential employee—even those who have left your company! Interesting, right? Former employees are now considered one of your greatest talent mines, either as “boomerangs” or as referral sources to friends and family. So, you need to be sure to treat them right! How? By ensuring they are provided with support during times of [transition](#), particularly when that transition might not be self-initiated.

Top employers are recognizing that the “employee experience” doesn't stop when an employee retires or is let go. As an employer, you can do your part to make sure the transition experience is one that leave that former employee willing to return or refer friends and family to you as candidates (or even as customers!) when the time is right. Providing workforce [transition services](#) and providing them to employees below the executive level is an increasing trend among highly competitive employers.

What do you have in place to ensure your employer brand resonates, even when employment ends?



Not all at once

Of course, we all have budgets and financial constraints. Even with the foresight to plan for some of these newly emphasized aspects of the employee experience, you won't be able to address all areas immediately. But, elevating these considerations to leaders in order to pave the way for future changes will no doubt make the path a little less challenging.

You could start by assessing your current situation, identifying priorities, and laying out a plan for year one and then longer-term priorities. Consider what makes sense for your organization. Your leaders are thinking about these things—show them that you are too and start laying the groundwork for continued success when competing for top talent.

About Mercer

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