

# McLagan Presents

## Large or Small—A Well Thought Out Rewards Program Never Goes Out of Style

Classic broad based compensation is enjoying a renaissance. With old business models changing and new ones emerging as tech plays a bigger role in financial services.

### Large Firms



Because many have enjoyed greater prosperity, they have had less focus on details. But now they are returning to the basics to help control costs, define career paths, and design pay programs that reinforce firm values.

### Small Firms



As firms grow and reach a critical size, it sometimes takes a moment for these firms to accept the benefits of structure and that these ideas aren't stuffy or outdated.

## Planning Your Employee Compensation Strategy

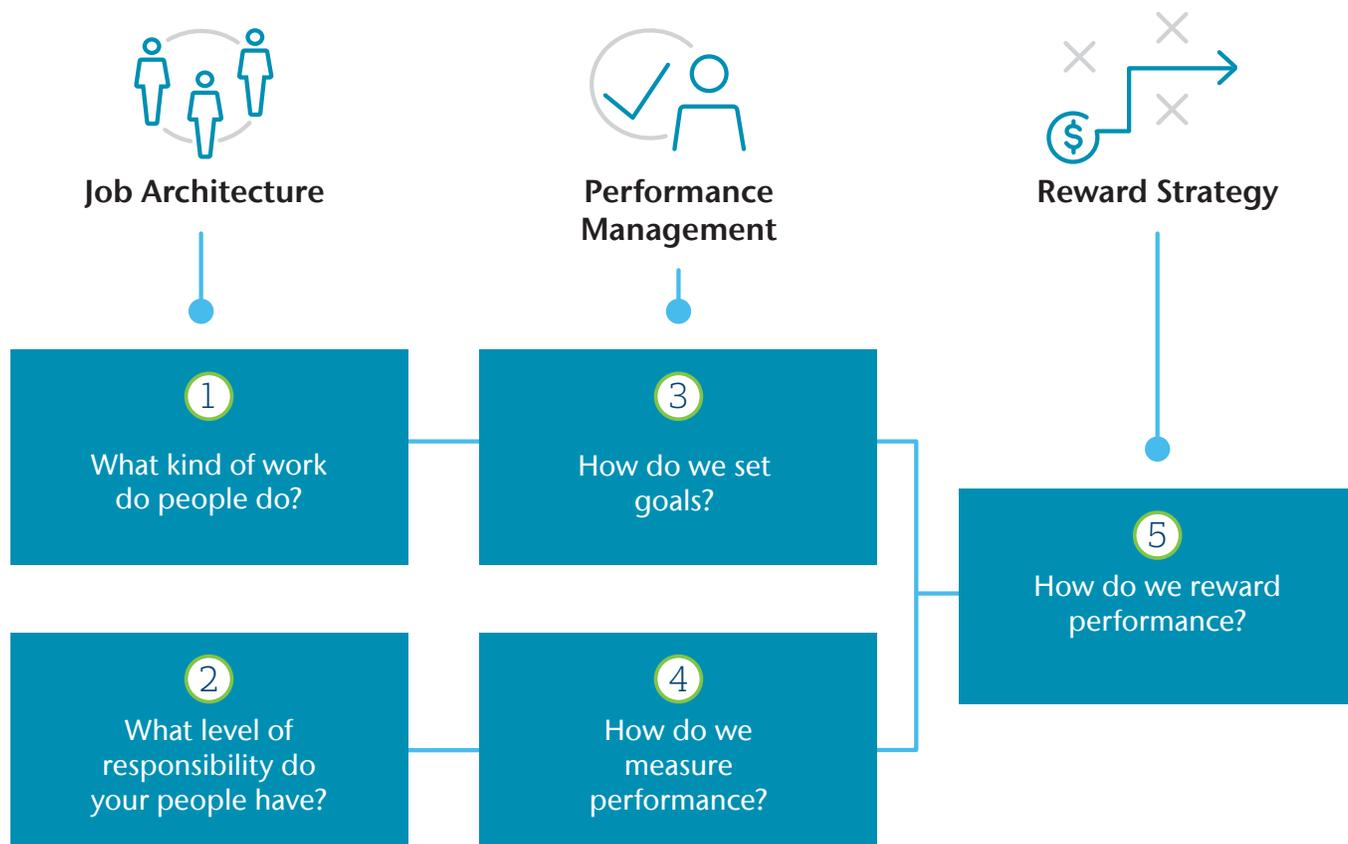
“ Successful reward programs balance the needs of all stakeholders—employees, management, investors, and regulators. Firms need to return to the basics of compensation design, which include transparent performance management, efficient reward programs, and a clear organizational structure, to create the winning strategy for today and for the future. ”



*Rob Northway, Partner,  
McLagan Global Head of Broad Based Compensation and Consumer Banking*

# Questions to Ask to Define a Winning Broad Based Compensation Strategy

We view broad based compensation as the intersection of job architecture, performance management, and reward strategy. A successful strategy comes from working through key questions in order to build an approach that aligns business goals, employee performance, and firm compensation approach.



In our **McLagan Perspectives Report**, learn more about what you need to know for future proofing your rewards strategy. **Download the report: [mclagan.aon.com/perspectives](https://mclagan.aon.com/perspectives)**

## McLagan is a Partner

We bring over 50 years of experience helping financial services firms reach their business potential. Partner with senior consultants at McLagan to design a customized rewards program for your firm.

## Connect with Us

To learn how we can help you design comprehensive reward strategies for your firm, go to [mclagan.aon.com/advisory-services/annual-compensation-design-planning](https://mclagan.aon.com/advisory-services/annual-compensation-design-planning).

### About McLagan

McLagan provides tailored talent, rewards, and performance expertise to financial services firms across the globe. Since 1966, we have partnered with the largest and smallest financial services firms to help them make data-driven decisions to hire, retain, and engage the top talent for keeping the global economy running. Our compensation surveys are the most comprehensive, in-depth source of rewards data covering over 150 countries from more than 2,500 clients. Our consultants work with hundreds of firms annually to design total rewards programs and benchmark financial performance for boards of directors, executives, employees, and sales professionals. McLagan is a part Aon plc (NYSE: AON). For more information, please visit [mclagan.aon.com](https://mclagan.aon.com).