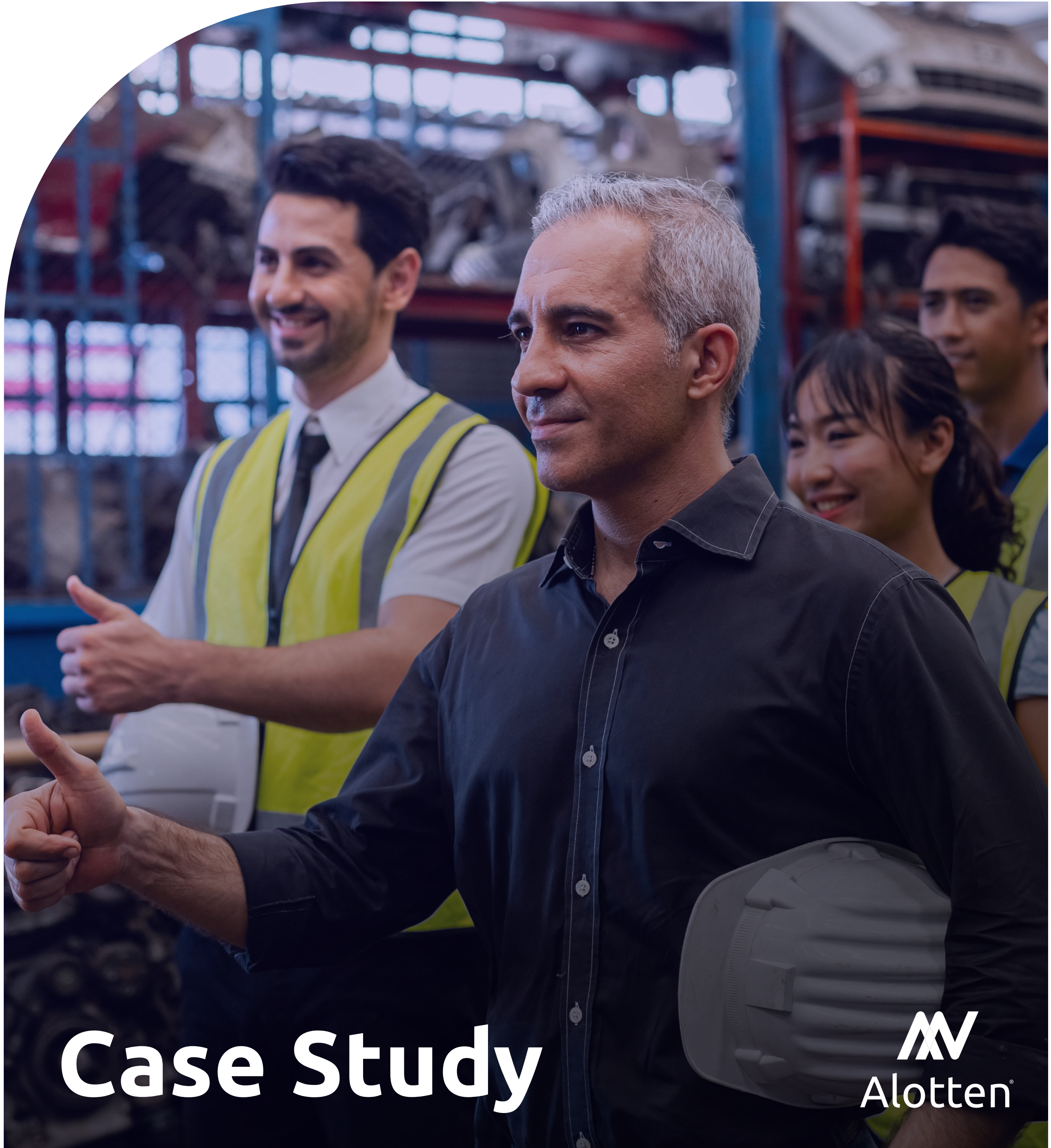


Alotten Score - Alignment in Action

How Alotten Score helped a VC-backed manufacturer realign HR strategy,
improving retention and compensation.



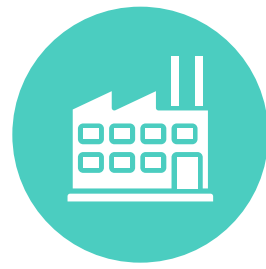
Case Study





Company:

VC backed mid-market



Industry

Manufacturing



Size

51-200 Employees

Challenge

A recently funded private company requested Alotten's help with Compensation because they were losing employees to their new neighbors, companies like Amazon and Tesla. Alotten met the company through one of the Board of Directors. Taking Alotten Score (the first assessment to quantitatively measure HR) revealed significant misalignment between the CEO and the CFO, to whom HR reported. The CEO thought the company was performing markedly better than the CFO; the CEO's answers scored the company's overall HR performance above average, at 5.6, while the CFO's answers scored a significantly lower 3.7. Particularly, they disagreed on things like Company Direction, Job Architecture, Performance Management, Promotion, and Engagement. They were also misaligned on which of the numerous opportunities should be addressed first.

Solution

Alotten Score and a debrief session. The debrief of Alotten Score included an alignment session, which involves talking through the 18 strategic HR elements measured by Score and comparing the differences in those elements based on test takers individual perception. At the conclusion of the

debrief, executives aligned on company priorities and agreed on a new, prioritized roadmap that included elements they had not previously considered. The new roadmap focused them not just on Executive Compensation but more broadly on Job Architecture, Compensation, and Merit Cycle for the entire organization.

Impact

The company addressed the newly aligned top three Alotten Score priorities and more. They aligned on the correct priorities; they slotted and leveled all employees in the organization and compared those roles to current market salaries from a salary survey; they determined what they wanted their compensation position to be relative to the rest of the market; they built a merit cycle process and executed it to get to the correct market position; and they engaged in manager training. All of this allowed the company to better retain employees, pay them correctly relative to the market, and improve employee performance because of clear, direct, and frequent feedback from the managers.

Are you interested in implementing Strategic HR? Contact us at support@alotten.com