



**Leveraging Your
Compensation Systems to
Attract AND Retain Great People!**



Today's Agenda

1. Introduction
2. Attraction
3. Retention
4. DinamiComp[®]
5. Q & A

**WHEN YOU START
INTRODUCING YOURSELF**



**THEN EVERYONE IS
LEAVING**



**What is your reaction when
someone talks to you
about changing
compensation systems?**





Why do we react like that ?





**What about when your
boss returns from
a conference and says:**

**“I have this great idea I want
you to implement!”?**





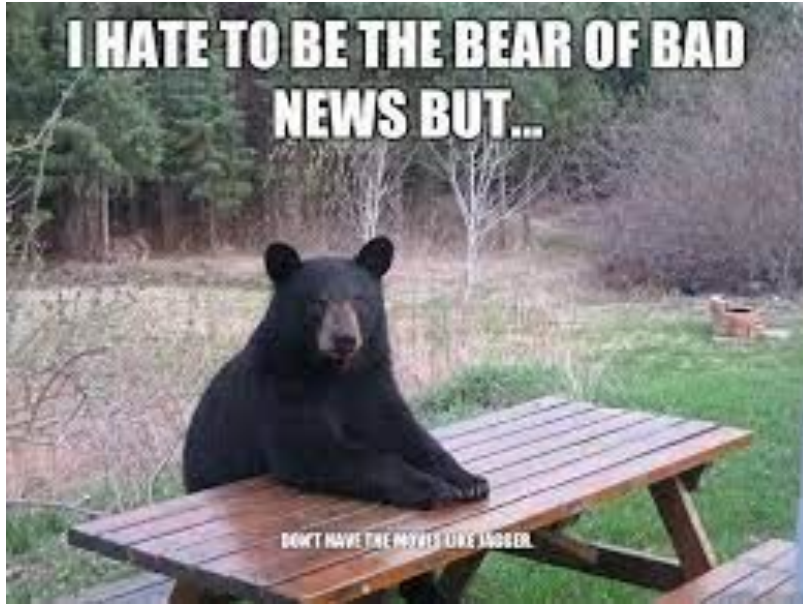
Why do we react like that ?





**Seriously, we have some
bad news, good news,
and fantastic news!**





1. The Great Resignation is real
2. There are a lot of people leaving jobs





1. The Great Reshuffle!
 2. Employees want to connect with their employers
 3. Employees want to make a difference
 4. Employees want their efforts acknowledged
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1. Properly developed compensation systems can draw people who fit your district.
2. When there is a good fit, people tend to stay!





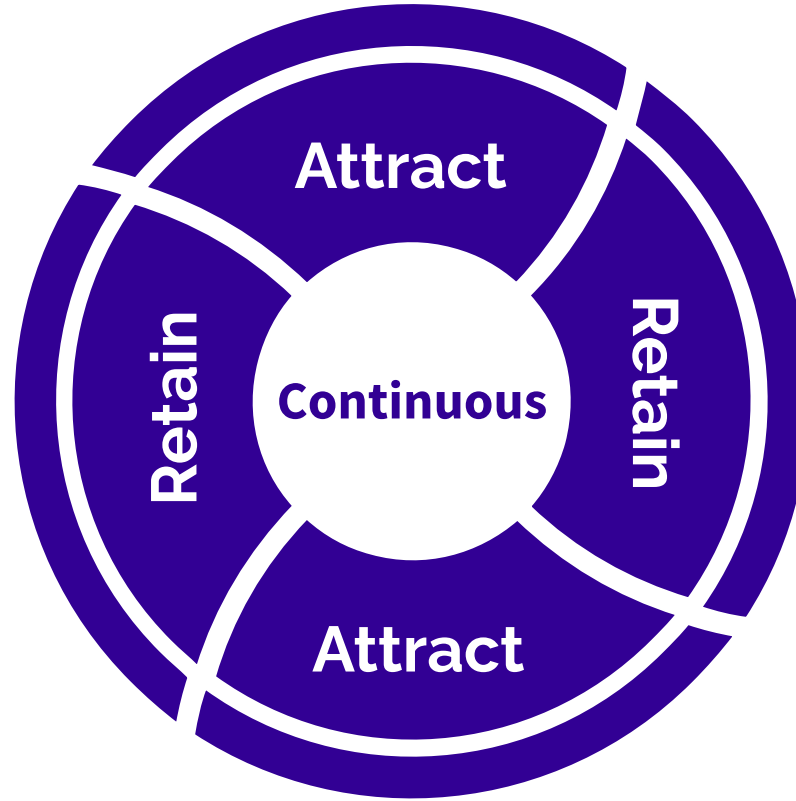
Turnover Hurts!

- **Costs Money**
- **Wastes HR and Finance Time**
- **Depletes Institutional Knowledge**
- **Destroys Teams**
- **Ruins Relationships**
- **Erodes Trust**





The Attraction and Retention Cycle



WHEN YOU SENSE THE



MUTUAL ATTRACTION

memegenerator.net



Recruitment Goals

1. Attract top talent
2. Remain competitive in your market
3. Become a top workplace



Recruitment Philosophy

1. Seek employees who **FIT** your district:
people who fit tend to stay!
2. Do not look for “warm bodies” to fill needs.
3. Treat applicants as customers.



Recruitment Strategy #1



Meet candidates where they are:

- 1. MASA**
 - 2. Social Media**
 - 3. LinkedIn**
 - 4. National Job Boards**
 - a. General: SchoolSpring, K12JobSpot, Indeed**
 - b. DEI Lens: HBCU, Ebony, NAACP, Women's Job List, DiversityJobs**
 - 5. Newspapers**
-

Recruitment Strategy #2

Communicate:

1. Salary/wage range
2. Compensation methodology
3. Benefits



Employee retention has
really gone up since we
started Margarita Mondays.



your  cards
someecards.com



Retention Strategy # 1

Communicate!



Retention Strategy # 2

**Provide the
right benefits.**



Retention Strategy # 3

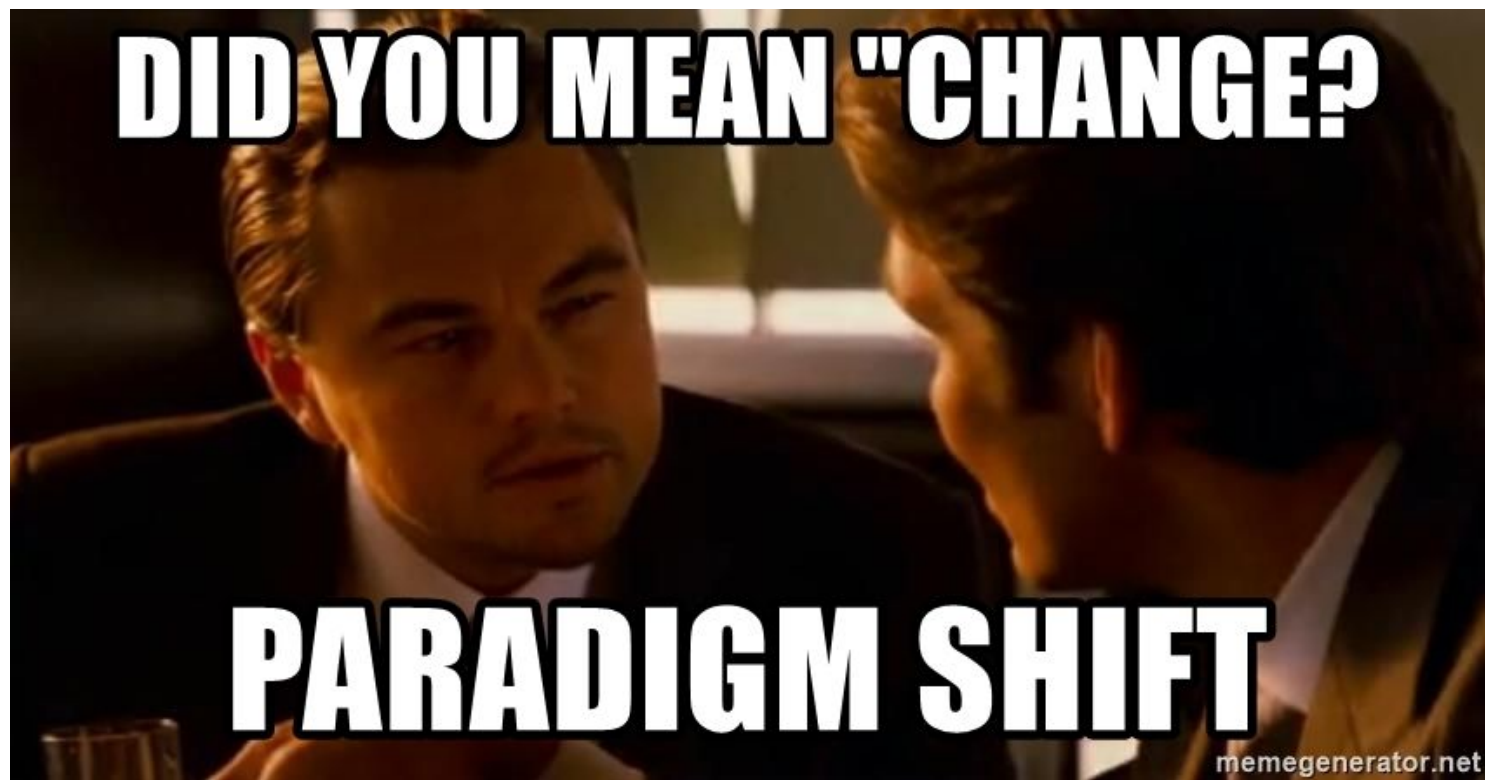
**Create an
environment
conducive to
employee
satisfaction.**



Retention Strategy # 4

**Pay your
people what
they
are worth!**





Pay Differential Variables (PDVs)

PDVs are the skills, attributes, certifications, microcredentials, etc., that are aligned with your organization's values and that you know make exemplary employees.



Coopetition*

Discussion

*The art of collaborating with competing entities.

1. Discuss PDVs you use or would like to use in your compensation systems.
2. Be prepared to share with the group.



**District's
Values
and
Goals**



**Employees'
Values**



**DinamiComp®
Compensation
System**

Success!

- Improved Employee Satisfaction and Culture
- Improved Student Achievement
- Higher Employee Retention Rates





A tour of the
DinamiComp[®] dashboard.

Control the Narrative

1. Wisconsin Case Study
2. Connect with community.
3. Build trust.
4. Make connections.
5. Build credibility.



Innovative Compensation Systems Can:

1. Attract Candidates
2. Retain Great People
3. Reward Superior Performance
4. Encourage Growth
5. Meet Employees' Needs
6. Create a top workplace







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DinamiComp®

We guide you to provide clarity to your employees and for your organization via compensation systems.

