

# South African Reward Association Conference October 29, 2010

*The Five Elements Of Life...And Total  
Rewards: Let's Get Interactive!*

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# What's Been Happening Recently...

- Global economic downturn: getting better?
- Regardless...still a scarcity of high-valued talent
- Global workforce demographic challenges
- Valuable employees searching for 'something more'
- Fewer resources available for pay increases.
- Very large increases in health-care costs in most countries.

# What's Been Happening Recently...

- Rapid decline of defined-benefit, emphasis on defined-contribution
- Tremendous advances in technology and the emergence of new business opportunities.
- Geographic movement of many manufacturing and service roles.
- Advancement of pay-for-performance practices.
- Unprecedented mergers, acquisitions and global competition.

**Total Rewards Strategy =  
Leveraging Five Elements to Attract,  
Motivate, Retain**

● *Compensation*

● *Benefits*

● *Performance and Recognition*

● *Development and Career  
Opportunities*

● *Work-Life*

# Context Of Total Rewards

- **Business Strategy**
- **Organizational Culture**
- **Human Resources Strategy**
- **External Influences**  
(competition, industry, regulations, etc.)
- **Global locations**

# The Exchange Relationship

***EMPLOYER PROVIDES:***

***Total rewards valued by employees***

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***EMPLOYEE PROVIDES:***

***Time, talent, efforts and results***

# The Five Elements Of Life...And Total Rewards

## Life Elements

## Total Rewards Elements

EARTH

Foundation

REMUNERATION

AIR

Life

BENEFITS

FIRE

Engagement

PERFORMANCE &  
RECOGNITION

WATER

Growth

DEVELOPMENT &  
CAREER OPPORTUNITY

SPIRIT

Energy

WORK-LIFE