

## REWARD MENTORING PACKAGES

**BRONZE** **SILVER** **GOLD**

### BEFORE Reward First® matching meeting

Initial meeting to discuss your requirements and review goals	✓	✓	✓
Taster experience of reward mentoring approach and style	✓	✓	✓

### DURING Reward First® one-to-one mentoring

Number of tailored reward mentoring sessions, typically lasting an hour	5	10	15
Establish your initial goals and objectives	✓	✓	✓
Diagnostic analysis tailored to your 'live' reward issues and context	✓	✓	✓
Personalised feedback on your reward challenges and opportunities	✓	✓	✓
Specific reward guidance on live issues you are facing	✓	✓	✓
Issues range from design, development, delivery challenges etc.	✓	✓	✓
Regular factsheet of top UK reward trends – available for duration	—	✓	✓
Peace of mind confidentiality agreement	✓	✓	✓
Duration of email contact during reward mentoring package	2 months	4 months	6 months

### AFTER Reward First® mentoring follow-up

Personalised action plan tailored to your requirements	—	✓	✓
Duration of post mentoring follow-up session to evaluate outcomes	30 mins	60 mins	90 mins
Discount on future reward mentoring programmes	—	✓	✓
Referral bonus for introducing new paying clients	✓	✓	✓



Contact us today on telephone 01367 710 618 or by emailing [sylvia.doyle@reward-first.com](mailto:sylvia.doyle@reward-first.com) to discover how you can benefit from the Reward First® mentoring service.

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**How effective are your  
pay and benefits in  
engaging employees?**

**How can you breathe new life  
into your reward decisions?**

The Reward First® mentoring service provides HR directors and leaders with unique, tailored, 1:1 support in delivering more effective reward strategy and practices — from front line staff up to board level.





**The Reward First® mentoring service offers HR leaders a fast way to effectively manage reward issues.**

## WHO CAN BENEFIT MOST?

- HR leaders managing organisational change that impacts reward.
- Senior decision makers, typically with overall responsibility for reward/compensation & benefits (C&B).
- HR leaders in need of unbiased confidential guidance on critical reward issues.
- Companies without a reward specialist on the payroll.



**"What works really well is being able to dive straight into the issues that are relevant and pertinent to me..."**

*Head of HR, the UK's leading charity in its sector*

## WHAT ARE THE BENEFITS?

- Fast track, flexible way to navigate critical reward issues to deliver C&B goals and priorities.
- Confidence to ensure you can add value and deliver the board and senior management agenda.
- Enables you to make informed decisions on strategic and tactical reward issues.
- Increased confidence and support to successfully lead and manage challenging reward issues.
- Stay ahead of reward trends with tangible benefit of road testing scenario planning.
- Sustainable transfer of reward skills.



**"I am gaining more knowledge around the area of pay and reward from each session."**

*HR Director, private sector*

**"You use language that is clear and easy to grasp as a non reward expert."**

*HR Director, private sector*

**"You were willing to challenge our thinking and give a view."**

**"Your service is unique and adds huge value."**

*Head of Engagement, industry sector leader*

**"It is an approach which is guided towards my needs, as the emphasis is on me to set the agenda, and to lead the discussion, and for you to give advice, support and another perspective."**

*HR Director, private sector*



## ABOUT SYLVIA DOYLE Chartered FCIPD

Sylvia's reward expertise spans the C&B spectrum from total reward to executive reward. She has a proven track record in designing and implementing pragmatic reward solutions and diagnosing core issues across industry sectors. Sylvia is a CIPD tutor on reward; independent non-executive director of the RICS remuneration committee and she speaks on reward issues in the UK and internationally.



Sylvia created the Reward First® mentoring service, believed to be the first of its kind, to support clients navigate complex reward issues. Sylvia has developed and implemented this successful mentoring formula following an extensive pilot with HR directors and leaders.

Previous corporate reward roles include European Head of C&B for McCormick, global leader in its sector and senior HR roles at Balfour Beatty. LinkedIn profile: <http://uk.linkedin.com/in/sylviadoyle>

**"Your ability to grasp complex situations quickly plus your breadth of sector knowledge and integrity added real value."**

**"You demonstrated real expert knowledge of your subject matter and applied it to our setting."**

*Group HR Director, Property Investment company*

**"With support available via email it means the mentoring can really focus on actualities and help shape programmes of work directly by giving feedback on practical areas rather than in the abstract."**