

# Performance Management, 9 box grid, Salary and Bonus Planning

## Customer:

A multinational medical device manufacturer. As the world leader in traumatology and an innovative pioneer in the field of biomaterials, is the world's largest maker of implants to mend bone fractures, and also produces surgical power tools and advanced biomaterials.

**Employees:** 12,000

**Industry:** Healthcare

**Region:** Global

## Compass Rewards,

Leveraged modules:

Compensation Tool  
Performance Tool

## Testimonial:

*"Our management had nothing but good things to say about using LaserBeam's FocalPoint. It was as if the LaserBeam team partnered with us and became one of our own. We highly recommend LaserBeam for any company, big or small, domestic or global."*

— Compensation Consultant

## Challenges

- Performance appraisal and compensation management were managed using spreadsheets
- Restructuring performance management from regular to 9 box talent grid
- Dealing with the challenges arising from the company's merger and acquisition
- Rollup of company-wide compensation details
- Salary and bonus planning
- The window between performance appraisal and compensation cycles was very small

## Process Improvements

- Transition from operator-based utilization to manager's self-service tool
- The tool supports configurable cycle changes by switching over from performance appraisal to compensation management within the narrow window
- Ability to forecast bonus/merit increase
- A single view provides the total compensation details of an employee or the rollup budget of the company

## Benefits Realized

- Ability to align compensation decisions to the performance of individuals and groups
- Our self-service tool has made great strides in automating or even eliminating manual tasks
- Dynamically configurable cycle changes
- Ability to make projections
- A single view provides the rollup budget of the company

