

Partners in Practice

A Guide to Consulting

Towers Watson

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Towers Watson is a leading global professional services company that helps organizations improve performance through effective people, risk and financial management. With 14,000 associates around the world, we offer solutions in the areas of employee benefits, talent management, rewards, and risk and capital management.

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Perspectives on Talent and Rewards: Linking Talent and Rewards to Your Business Strategy

Every organization's success begins and builds with people. This may seem like a cliché, but it's a crucial tenet leaders can't afford to ignore — regardless of the evolving business environment or where they operate.

Organizations of all types depend on the capability and performance of their people. Your company may thrive when a team develops a new product or a more efficient process. Or it may thrive when someone helps a customer get the right service. But the keys to success change over time, along with economic pressures and shifts in business models and growth strategies. So how do you ensure that you have the right people in the right places doing the right things at the right cost? How do you keep people connected, engaged and productive?

At Towers Watson, our experience tells us that you need effective talent

and rewards programs, processes and technology to deliver results. And that requires a talent and rewards strategy that aligns with your business strategy.

As your partner, we rely on data, analytics and experience to help pinpoint the talent and workforce needs that are vital to your overall performance. We can then develop strategies, and design and implement programs that address these needs, drive higher performance and ensure the right return on your investment in people. Backed by industry-leading technology, global workforce data, research and insights, we help you quickly transform ideas into action.

It all adds up to measurable results — an impact on your business you can see, feel and track.

Areas of Expertise

- Executive compensation
- Sales compensation
- Performance management
- International compensation
- Employee compensation
- HR software technology
- Salary surveys
- Compensation communication
- Actuarial services
- Benefits and administration outsourcing
- Benefits communication
- Benefits plan design
- Benefits systems
- International benefits
- Flexible benefits plans
- Retirement planning and education
- Web-based systems