



## Lorraine Bell

Compensation and Benefits Consultant

**LBell HR Consulting**

North America

### Personal Fun Facts:

- Live on a cattle ranch in Texas with my family
- Have visited all 50 states
- Avid yogi

### Professional Fun Facts:


- Passed all four parts of CPA exam on first attempt; Same for Florida Bar
- When I started my career at EY, there were 48 men and 2 women in my office

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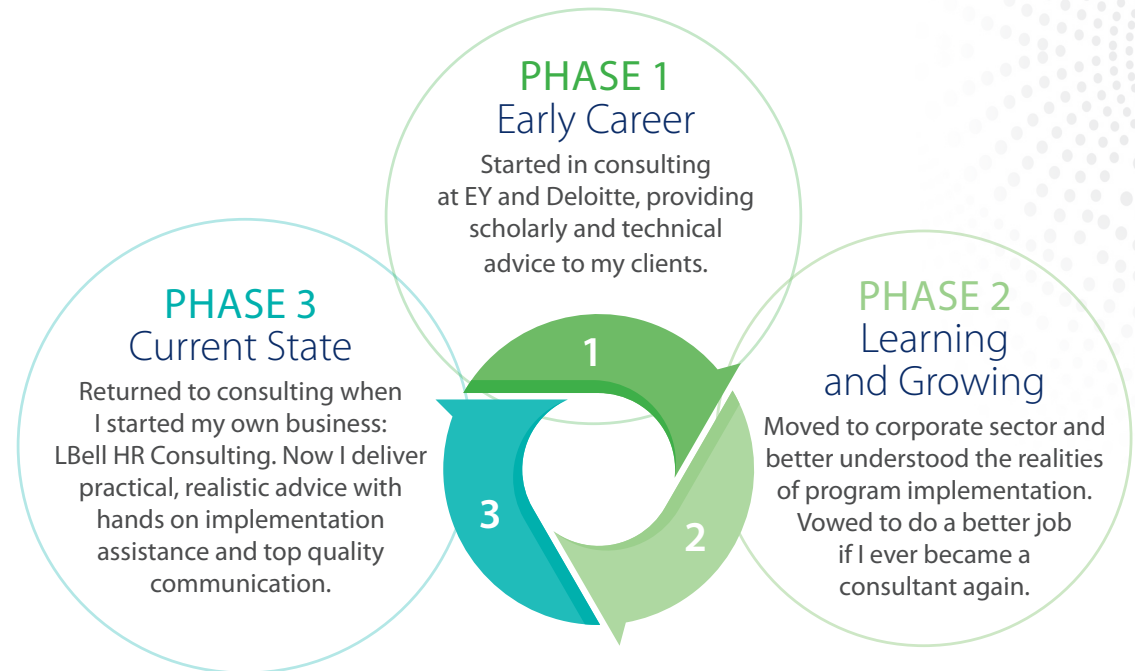
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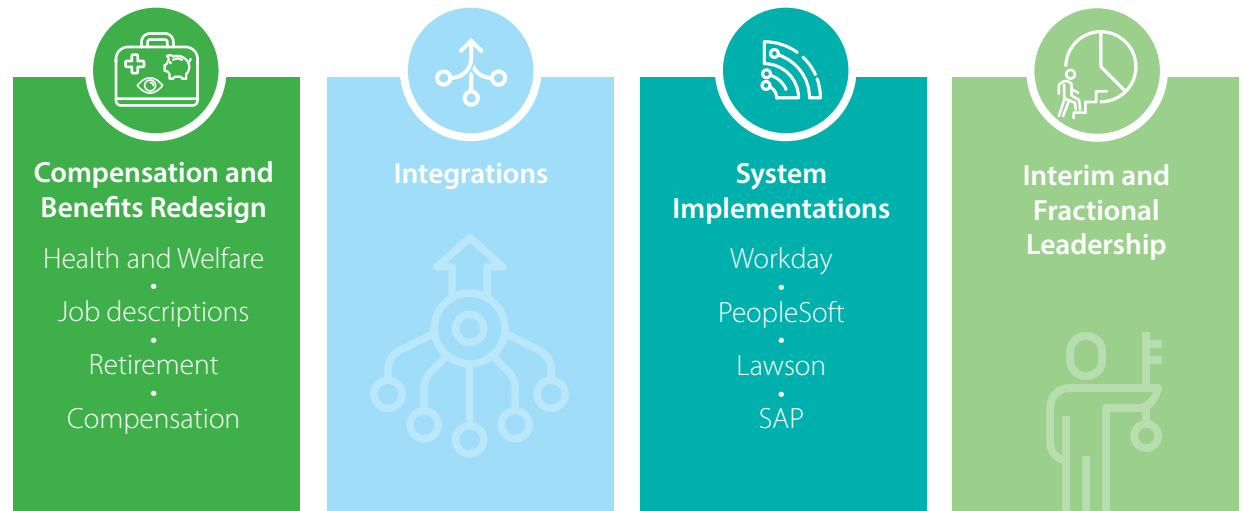
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## Career Experience



## Four most common engagements



# Project Examples

**SITUATION**  
**Compensation not competitive**

**DELIVERABLES**

- Salary structures
- Pay guide for new hires, promotions, etc.
- Steering committee management
- Communication

**SUCCESS**

Leaders felt included in process; competitive pay

**SITUATION**  
**Need to map employees to correct jobs in short timeframe**

**DELIVERABLES**

- Meeting with managers to discuss employee mapping
- Recommendations for jobs and job titles for all employees

**SUCCESS**

Managers felt included in the process and contributed to the accuracy of the mapping

**SITUATION**  
**Functional compensation and Kronos support for PeopleSoft implementation**

**DELIVERABLES**

- Various quick reference guides for each pay practice that was changing such as charge, preceptor, shift diffs, etc.
- Pay guide for new hires
- Time keeper training materials

**SUCCESS**

Enormous communication effort was well received by leaders and employees.

**SITUATION**  
**Need to integrate benefit programs following merger**

**DELIVERABLES**

- Project plan with task list and action log
- Decision support for benefits design changes
- Change management and communication

**SUCCESS**

Decisions made in time to implement without rushing, high quality communication

**SITUATION**  
**Need for decision support to integrate benefit programs for consistency and economies of scale**

**DELIVERABLES**

- Benefits side-by-sides
- Design recommendations
- Project management
- Implemented standard procedures

**SUCCESS**

Good decisions made in a timely way

**SITUATION**  
**Interim Executive Director of Compensation**

**DELIVERABLES**

- Team leadership
- Audited and finished financial planning for the following year
- Continued implementation of salary increases
- Implemented standard procedures

**SUCCESS**

Kept the trains running while they recruited new leadership

**SITUATION**  
**Need for job architecture and title review**

**DELIVERABLES**

- Clear job titles
- Job family architectures that support the business
- Reduction in unnecessary job levels

**SUCCESS**

Equitable pay and improved recruiting capabilities

**SITUATION**  
**Functional compensation support for Workday implementation**

**DELIVERABLES**

- Project plan
- Business requirements
- Workday workbooks
- Job descriptions

**SUCCESS**

Seamless implementation

