Member Success Story
Aerospace/Defense Company Uses CEB Solutions

CEB Total Rewards Leadership Council

An aerospace and defense company faced the dual challenge of cascading critical compensation information to leaders across the enterprise and providing access to engaging compensation resources so leaders could prepare for performance and pay discussions. CEB partnered with the company to implement an on-time customized solution that achieved unprecedented utilization rates. It also supplied leaders with the necessary tools for annual pay decisions.

Aerospace/Defense Company

- Aerospace/Defense Industry
- More Than 100,000 Employees (2010)
- More Than $10 Billion in Sales (2010)

"We have received great qualitative feedback from CEB, which has helped us carry out performance and merit conversations more smoothly and successfully this year than in the past."

Compensation Team Member Aerospace/Defense Company

Client Challenge

Communicate critical compensation information to leaders across the enterprise.

- Provide access to engaging compensation resources.
- Help leaders prepare for performance and pay discussions.

CEB Solution

Upskill managers early on the importance of performance and compensation.

- Incorporate e-learning into the enterprise's blended learning and leader development strategy.
- Coach the company's 15,000 leaders on why differentiating employee performance ratings is important, how to make pay decisions in a pay for performance system, and how to communicate pay decisions to direct reports.

Results

Customized solution achieved unprecedented utilization rates

- CEB helped the compensation team customize the solution to meet their business needs.
- The company implemented the program in only two weeks—just in time for the performance and salary review cycle.
- The organization achieved unprecedented utilization rates, preparing thousands of leaders for annual pay decisions.

CEB
WHAT THE BEST COMPANIES DO

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