

## CHALLENGE

Evolving tools, processes and skill sets to keep pace with the growth of the educational organization and technology in order to be efficient and market competitive.

## SOLUTION

Advisory Services

## INDUSTRY

Education

## SITUATION

An educational organization with more than 5,000 employees had experienced explosive growth and was achieving successful outcomes but had outgrown some of its business processes, tools and skill sets. The organization recognized the need for a fresh business management perspective to address inefficient, overly complicated payroll, time off and benefit practices, along with outdated and inaccurate job descriptions.

## SOLUTION

AdamsGabbert (AG) performed a comprehensive assessment of the organization's payment practices, delivering a 60-page evaluation that included recommendations for:

- Non-exempt salary structures
- Non-exempt pay policies
- Non-exempt and exempt paid time off practices
- Investing in modern, cloud-based HCM software to leverage automation over manual processes

Additionally, AG evaluated the organization's job descriptions and banding management—an assessment method to manage risks in the workplace—providing updated sample job postings,

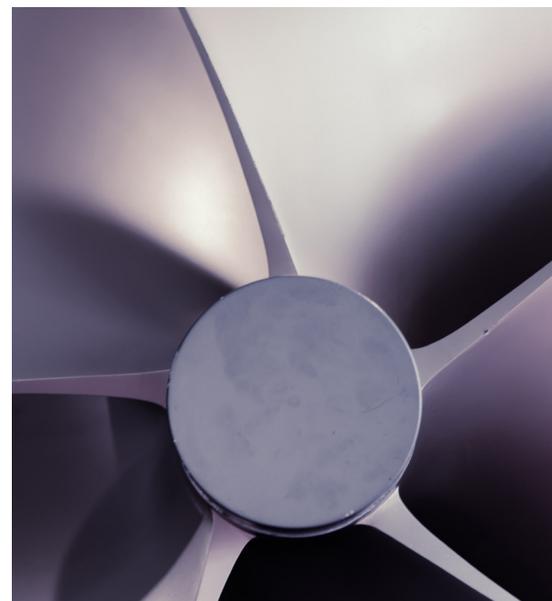
## RESULT

Although the COVID-19 pandemic derailed the organization's plans to hold in-person focus groups around AG's initial audit and recommendations, it is well-positioned to move the project forward in the coming months.

"AdamsGabbert's pay practices assessment had a lot of tentacles and helped give us momentum to figure out how to implement further improvements," says their CHRO. "We've got an infrastructure with job descriptions and our compensation market data, we're exploring cloud-based solutions, and we're auditing all of our policies—all of that goes back to AG's initial pay practices assessment."

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—CHRO



*"They listened to what we needed and put the right resources on the project. They deliver what they're selling, and they don't try to promise something they can't deliver."*

—CHRO

**ACCELERATE TOGETHER.**

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