

**2021**  
**TALENT MANAGEMENT  
COMPENSATION REPORT**



SCIENCE + SIMPLICITY

# TABLE OF CONTENTS

ABOUT THIS REPORT	2
TALENT MANAGEMENT	4
LEARNING AND DEVELOPMENT	8
ORGANIZATION DEVELOPMENT/ ORGANIZATION EFFECTIVENESS; DIVERSITY, EQUITY AND INCLUSION	10
SUPPLEMENTARY BENEFITS	12

# ABOUT THIS REPORT

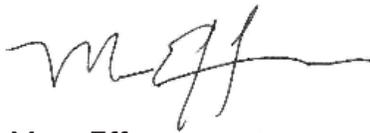
The Talent Strategy Group is proud to bring you the highest quality research on human resources and the talent management profession. This 2021 Talent Management Compensation report is one of our periodic surveys to measure the state of the talent management function.

In May and June 2021, we solicited data from our contacts by email and broadly on LinkedIn. We received valid data from 101 companies.

The compensation figures listed have been adjusted based on various factors and should be taken as a rough guide to compensation levels with reasonable variance around the mean.

Thank you for your participation and your interest in the survey findings. I hope that you will personally participate in our upcoming surveys and encourage your team or clients to do the same.

Best regards,



**Marc Effron**

President

The Talent Strategy Group

# TALENT MANAGEMENT

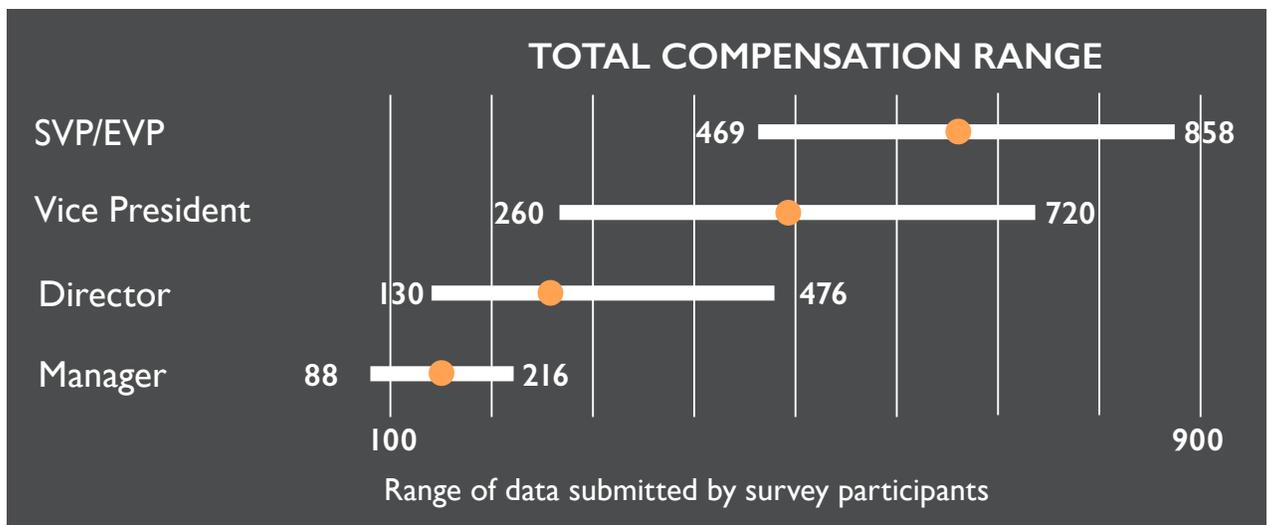
# TALENT MANAGEMENT

## AVERAGES AND RANGES

### - NORTH AMERICA -

LEVEL	BASE	BONUS		TOTAL CASH	LTI		TOTAL COMP
EVP/SVP*	\$307	57%	\$175	\$482	57%	\$175	\$657
Vice President*	283	36	102	385	39	110	495
Director*	176	23	40	216	20	35	251
Manager	127	10	13	140	5	6	146

\*There was no meaningful difference in compensation when these roles were indicated as being the company's "Top Talent Management job"



NOTE: All compensation figures are in USD000's



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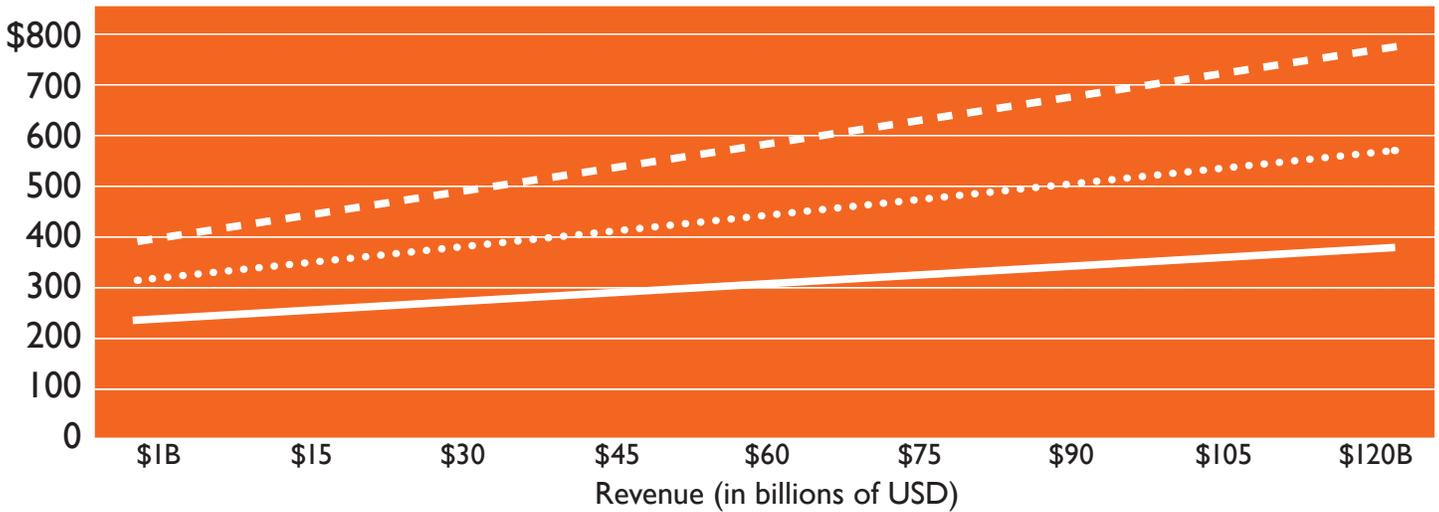
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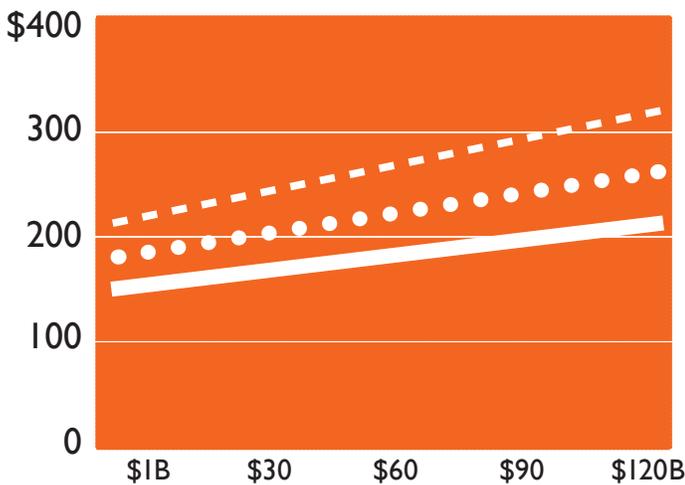
# TALENT MANAGEMENT

## BY COMPANY REVENUE

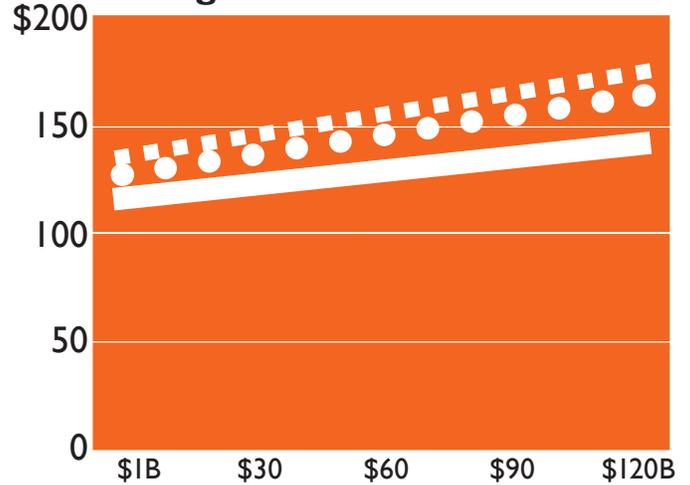
### Vice President



### Director



### Manager



KEY:

BASE SALARY

BASE + BONUS

BASE + BONUS +  
LONG-TERM INCENTIVE

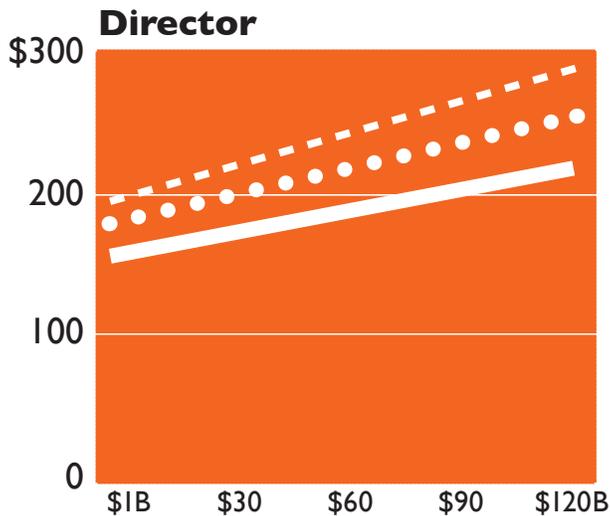
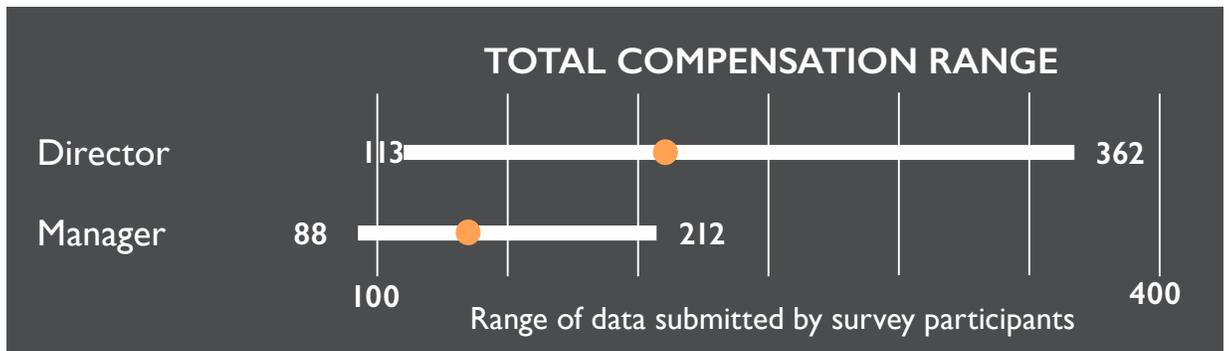
Line thickness allows for variance since compensation questions were asked in \$25K bands.

# LEARNING & DEVELOPMENT

# LEARNING & DEVELOPMENT

## AVERAGES & BY COMPANY REVENUE

LEVEL	BASE	BONUS	TOTAL CASH	LTI	TOTAL COMP
Director	\$161	18% \$29	190	11% \$18	\$208
Manager	117	12 14	131	3 4	135



**KEY:**

- BASE SALARY
- BASE + BONUS
- BASE + BONUS + LONG-TERM INCENTIVE

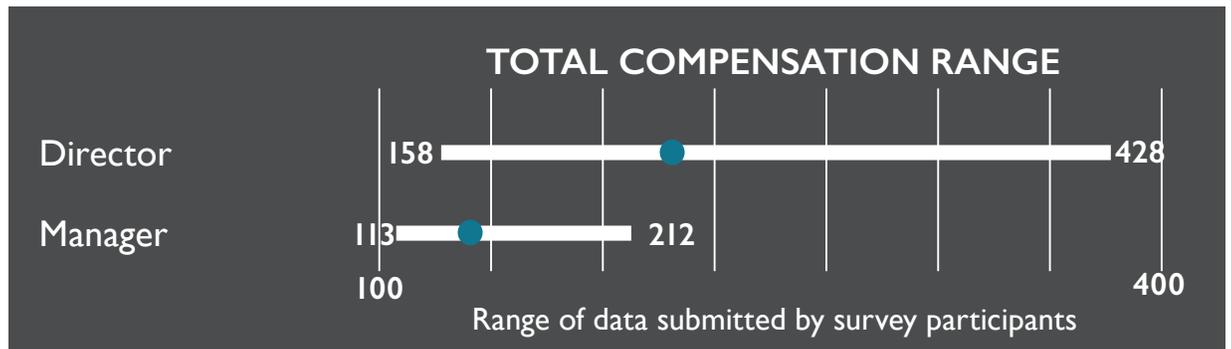
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NOTE: All compensation figures are in USD000's

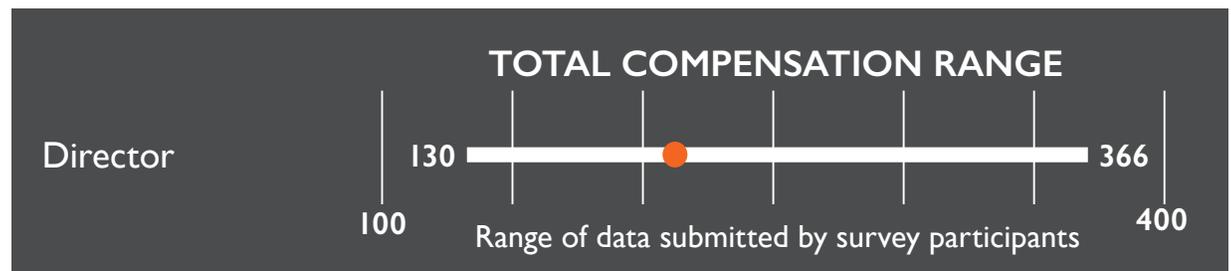
ORGANIZATION  
DEVELOPMENT/  
ORGANIZATION  
EFFECTIVENESS

DIVERSITY,  
EQUITY AND  
INCLUSION

LEVEL	BASE	BONUS	TOTAL CASH	LTI	TOTAL COMP
Director	\$188	29% \$55	\$243	21% \$39	\$282
Manager	131	12 16	147	4 5	152



LEVEL	BASE	BONUS	TOTAL CASH	LTI	TOTAL COMP
Director	\$154	30% \$46	\$200	12% \$18	\$218



NOTE: All compensation figures are in USD000's

# SUPPLEMENTARY BENEFITS AND INFORMATION

## INFLUENCES ON COMPENSATION

	BASE PAY INCREASE	ANNUAL BONUS	LONG-TERM COMPENSATION
A LEADER'S PERFORMANCE HAS A SIGNIFICANT IMPACT ON WHICH OF THESE COMPENSATION ELEMENTS?	78%	73%	56%
A LEADER'S POTENTIAL TO ADVANCE HAS A SIGNIFICANT IMPACT ON WHICH OF THESE COMPENSATION ELEMENTS?	45%	27%	55%

	VACATION DAYS (% W/ UNLIMITED VACATION)	% RECEIVING CAR ALLOWANCE & AVERAGE ALLOWANCE		VALUE OF ALL OTHER BENEFITS
SVP/EVP	19 (34%)	20%	\$764	\$820
Vice President	19 (22%)	10%	\$750	\$705
Director	18 (10%)	9%	\$719	\$338
Manager	16 (8%)	4%	\$375	\$335