

HAY GROUP STORY BOARD

Founded in 1943 in Philadelphia by visionary **Edward Hay**, **Hay Group** is a **global management consulting firm** that partners with business leaders and organisations to help improve performance and sustain the transformation of individuals and organisations.

With **87 offices** located in **49 countries**, we work with **over 9 000 clients** in **122 countries** across the world.

For **over 70 years**, we have been known for the **quality of our research** and the **intellectual rigour of our work** and **thought leadership** as we change research into actionable insights. We have created an unrivalled **body of knowledge, methods and tools** to **strengthen business strategies, implementation and results**. To help you integrate and align people across borders, we **operate as a network of experts** working together to **deliver consistently, worldwide**.

We understand the **specific business issues** organisations face; and the issues unique to their **culture and history**. We work with them across a range of issues **such as**:

(This must be built into a graphic "block", starting with the words below and then a relevant picture above)

- **Job evaluation and work measurement**
- **Reward Strategies**
- **Executive Reward**
- **Performance Management**
- **Talent Management**
- **Leadership Development**
- **Competency Design**
- **Organisational Design**
- **Strategic Workforce Planning**

This assists companies in:

- **building employee motivation and engagement**
- **talent management**
- **the crisis in leadership – quality & quantity**
- **boosting organisational performance**
- **rewarding for performance and results**
- **performance management**
- **the challenges of globalisation**
- **making mergers and acquisitions work**
- **public sector reform**
- **making teams work effectively**

Our **clients** are from the **private, public and not-for-profit sectors, across every major industry, and all geographies:**

(graphics to represent the industries)

Chemicals

Communications and media

Education

Financial Services

FMCG

Healthcare

Life Sciences

Manufacturing

Oil & Gas

Hay Group works with many of the world's foremost companies: (company logos)

Research: Hay Group has a proud and extensive history of research resulting in an unrivalled global database:

- **Since the late '60s, Hay Group has collected 5.5 million individual leadership assessments of 516,000 individuals, including 46,000 executives, from 4,675 organizations, through the insights and services of our McClelland Center for Research and Innovation at Harvard.**
- **We created and own the most widely-used job evaluation methodology in the world, used in over 8,000 organisations globally.**
- **Hay Group PayNet contains over 15 million employee salary records in over 100 countries, across 22,000 organisations.**
- **Over 22,000 HR professionals in more than 9,000 organisations worldwide use PayNet for sound reward decisions.**

Our three practice areas are:

Leadership and talent

- We help you **identify, develop and nurture future leaders, leadership teams and strategic talent** who are crucial to sustained success.
- Leverage our **pioneering research into human behaviour** to align your leaders with your strategy.
- Using our databases of **leadership data**, you can **benchmark your people against outstanding performers to make the best staffing decisions**

Reward services

- Hay Group provides **experience, expertise, market knowledge and insight**, as well as the world's **most comprehensive remuneration, benefits and reward management practices databases**.
- Our **Total Reward framework** helps you put in place a reward architecture that's **fit for today's business climate**.
- We help you **design reward strategies** and dedicated **executive reward programs**
- Learn how we **evaluate jobs to identify reward levels**

Building effective organisations

- Hay Group **works with leaders to solve their business issues by creating an effective organisation**.
- We help clients **develop clarity of direction and purpose** and **gain commitment to goals and strategies, developing both the team and individual's capability to sustain an effective organisation**.

Besides our world-class performance, we work with **Fortune Magazine on the World's most Admired Companies**, and run the **Best Companies for Leadership study**, globally.

Hay Group has the **scale and scope of a global firm**, understanding broad business issues and economical and political influences.

We constantly **challenge ourselves and our clients; sharing our ideas** and **developing new initiatives** with the world's thought leaders in business and management.

We are committed to your success, working in collaborative teams to create **customised solutions for every business challenge**.

Everything we do supports our mission to 'help organisations work' through developing talent, organising people and motivating them to perform at their best. We are proud to be the only consulting firm of this kind in the world.