


What's Blocking Your Company's Total Rewards Success?

When it comes to total rewards, the appetite for change is high. Most business leaders know **new approaches are needed** – yet, driving change remains hard. To learn more about today's biggest total rewards obstacles, we recently surveyed 525 total rewards leaders.

Top Five Total Rewards Obstacles

- 1 Budget constraints**
Being limited by budget is always a top obstacle for making changes to rewards. The bottom-line is: We all need to do a better job proving the value of total rewards investments while thinking creatively about how to redistribute spend.
- 2 Developing a consistent global framework**
Business units and regions always want bespoke solutions, but the need for global consistency has never been greater. From diversity and inclusion considerations to pay equity, the case for global frameworks is strong.
- 3 Gaining leadership alignment**
The two keys to gaining leadership alignment are internal champions and data. Find business leaders who recognize the need for change and work with them to create data-driven narratives to help make that change happen.
- 4 Resource constraints**
Every human resources team we know is running at redline. In order to drive positive change, total rewards must be a priority where resources are pooled from across HR and other teams.
- 5 Cultural barriers**
Shifting your total rewards philosophy and strategy cannot occur in vacuum. To break through barriers, find ways to connect the case for change to broader business goals, including digital and workforce transformation efforts.

Source: Aon Total Rewards Strategy Survey, conducted in March and April 2021 with 525 participating organizations.

 **Ready to dig deeper?** To learn more about this data and Aon's new **Total Rewards Advantage** framework, connect with our team today by visiting humancapital.aon.com/contact-us.

