a wise choice for executives and managers.

- Rapidly deployed with standard reports
- Base, bonus and stock planning capabilities
- Configurable plan rules and workflows
- Budget modeling and allocation
- Employee performance assessment
- Reports and total compensation statements

aquire Compensation

aquire™
wisdom within

Aquire Compensation.

The solution designed with the line manager in mind.

Too many organizations have systems in place that managers dread using because they are too complex, too difficult to follow and simply don't approach the process in an intuitive fashion. Aquire's Compensation solution is different. Our straightforward system depicts teams in org chart views and provides the transparent workflows that engage your line managers from the start — with less disruption to their other responsibilities. This visually intuitive approach results in line managers completing compensation planning on their own … perhaps for the first time in their careers.

A usable comp planning system works like managers think.

We leverage our expertise in highly visual workforce planning solutions to bring you a pre-configured compensation system developed using best practices and proven methodology. Aquire Compensation capitalizes on the familiar way that line managers approach most everything in their span of control — from where they sit in the organization. By introducing the system from this vantage point, managers immediately feel comfortable approaching this usually daunting process.

Aquire also understands what line managers need — and don't need — to accomplish compensation planning. Rather than overwhelm managers with unnecessary details and rarely used features, Compensation focuses the user experience by providing a clear, visual process and only the tools they need. This makes the Aquire solution easier to use and the process easier to visualize.

The benefit of this increased usability? Better engagement with the compensation planning process. And that makes for a smoother, shorter compensation cycle for everyone involved.

Get the buy-in of your managers and the process falls into place.

Managers typically do comp planning once a year. They need a system that's intuitive enough for them to jump in and begin allocating compensation spend immediately — not one that takes valuable time away from their core responsibilities as they relearn a difficult tool. We serve up the process to managers logically by displaying their teams in an org chart view from the start. At a glance, managers can see that everyone in their group is accounted for and that employee data is accurate. Built-in notification flags and merit guidelines based on both performance rating and positions within a salary band give managers the information they need as they allocate their budget. These are the tools that guide your managers to efficiently complete their task.

The right system adapts to your needs, not vice versa.

Compensation systems need to be usable by the compensation team as well. Our solution is pre-configured to address your compensation planning needs for fast deployment and a low ownership cost. However, every planning cycle brings changes to budget and plan rules — stay on top of them with this easily configurable solution. Want to know the impact of a proposed budget before it's rolled out? Model different budget scenarios to determine which one will generate the most impact for the money spent. You can even recalculate budgets on-the-fly. Data updates are secure and timely — refresh your data with the frequency you need to be most effective.

visibility plus usability unite to deliver a smooth process.

A compensation system isn't a tool line managers — or even comp specialists — use on a daily basis. So when it's time to execute plans, users need to be able to jump in quickly and focus on the task at hand.

Are you looking for a comp system that ...

Line managers will quickly adopt with minimal training required?

Is intuitive enough for users to pick up again and use after months between planning cycles?

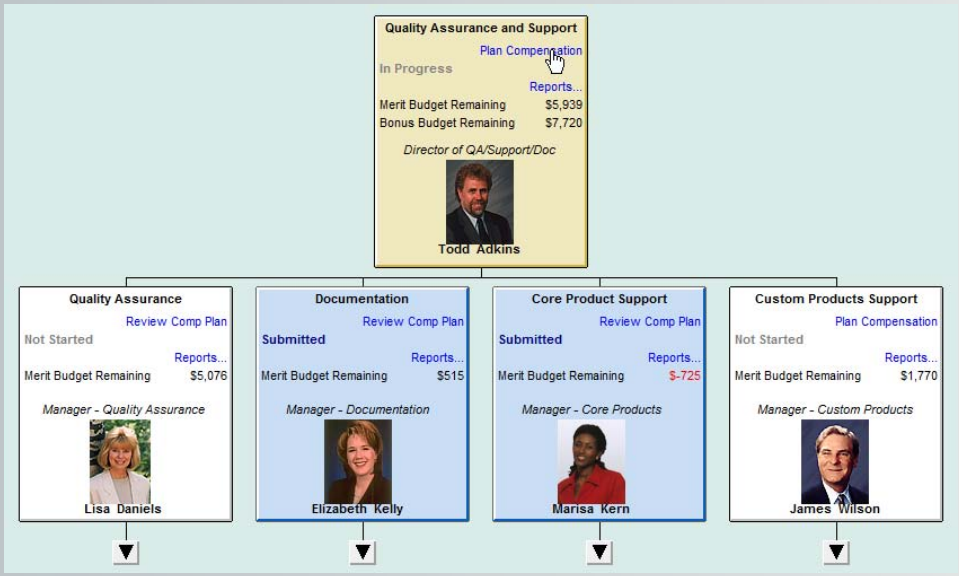
Allows line managers to see their teams and compensation spend in context?

Streamlines the allocation process?

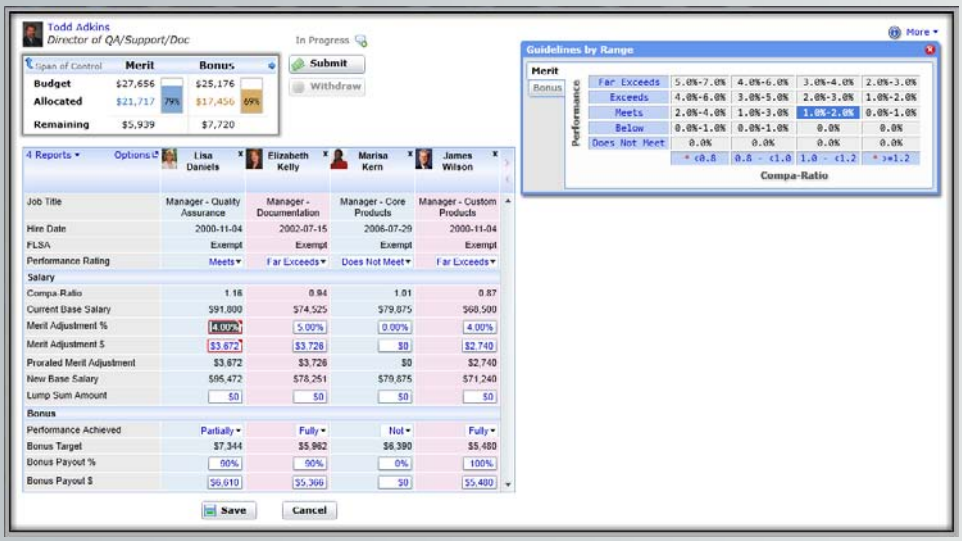
Results in swift, accurate completion of compensation plans?

Your line managers and comp team are.

And now you can give it to them. Only Aquire Compensation provides you with a solution that delivers on all counts; a solution that provides data in context, is intuitive to use, removes overly complex steps and presents a transparent workflow.



Line Manager Entry View
Line managers start planning comp from their org chart — putting the process in the context of their world.



Line Manager Planning View
Streamlined planning forms show managers only the fields required for each employee. Active alerts and merit guidelines based on both performance rating and position in salary band provide guidance that ensures employees are more fairly compensated.

focus on the big picture while your managers deliver the details.

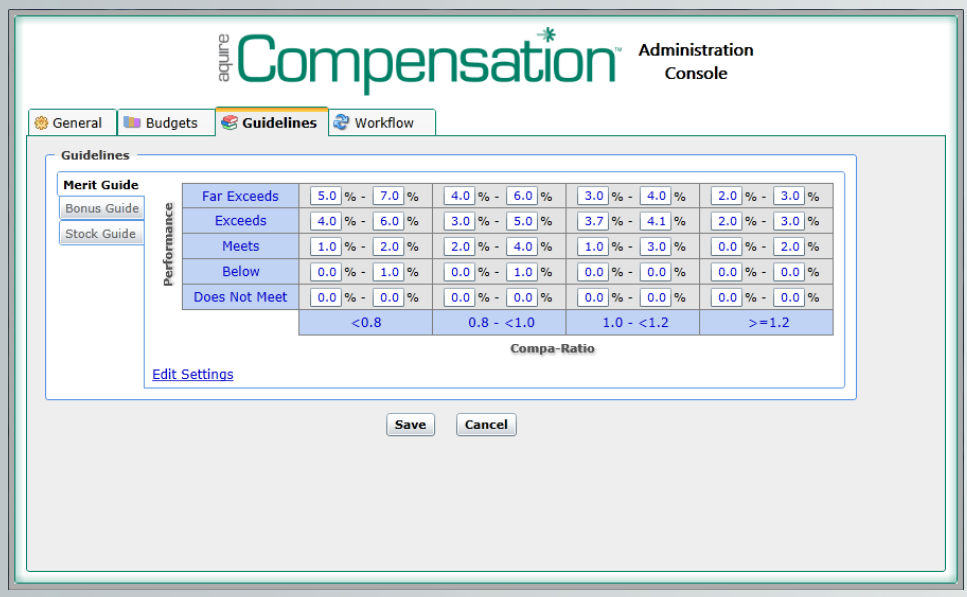
As a compensation professional, you hold valuable expertise in the complex facets of fixed pay, variable pay, stock and more. That's why you need the ability to focus your time and attention on the big picture — managing the overall compensation strategy while keeping one of your company's biggest line items on target.

Spreadsheets are error-prone, homegrown systems are time-consuming to manage, and most off-the-shelf products are overly complex and inflexible. Instead, pick a comp planning solution that's easier for both you and your line managers. Using Aquire's flexible and streamlined solution, you can easily configure your comp plans for delivery to your organization. And once line managers are completing the process on their own, you can finally capitalize on the efficiencies of manager self-service.

With your managers and approvers able to take the reins of their responsibilities, you are freed from managing the administrative tasks of comp planning and can actively tackle those big-picture issues where your valuable expertise is needed.

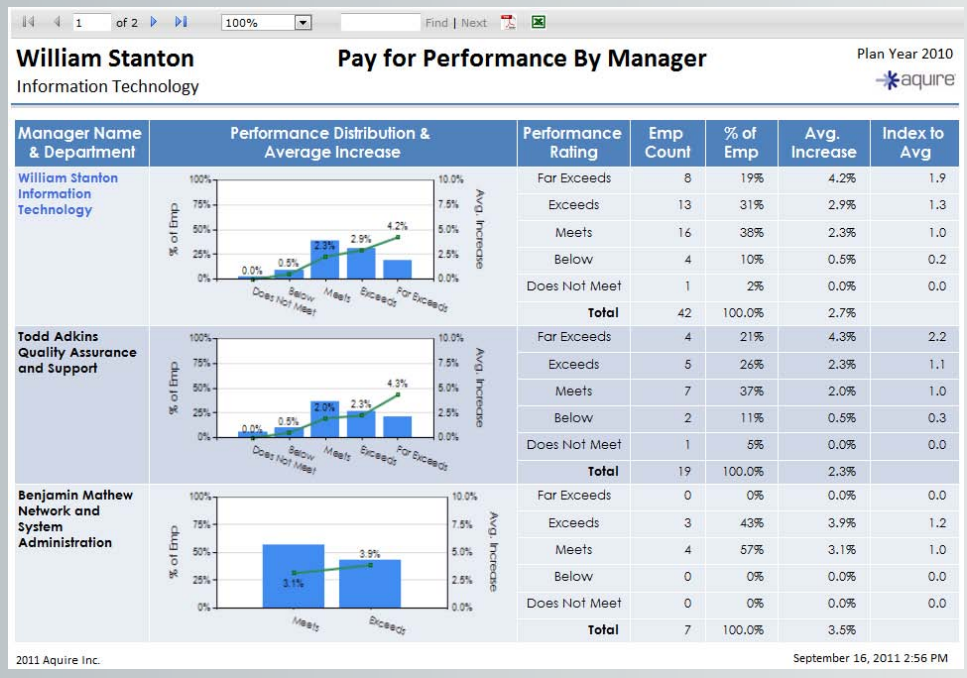
Accomplish your strategic compensation goals once and for all.

With the right tools and workflows in place, you and your managers can focus on attracting, retaining, and motivating your talent — the goal of compensation strategy. Line managers will embrace the system that is designed for them. Approvers will be able to complete the planning cycle quickly and easily with the transparent workflow. And you, the compensation professional, will benefit by moving beyond time-stealing administrative tasks and delays in the process. Invest in a truly usable system for compensation planning and begin focusing your efforts on compensation strategy today.



Administration Console

Tabbed screens give quick access to general compensation information, budgets, guidelines and workflow. Adjust compensation parameters and re-calculate budgets on-the-fly to immediately see financial impact of new target percentages for easier “What if?” budget planning.



Sample Report

Pre-configured and customizable reports easily summarize compensation information and aid in employee communication.

Aquire Compensation offers powerful benefits.

- Eliminate dependency on internal IT resources with this hosted, pre-configured solution
- Reduce planning cycle time with a rapidly deployed system that allows managers to plan faster with fewer errors (and less corrections for you)
- Monitor and control budget spend in real-time with the ability to drill down into the workflow at every stage of compensation planning
- Guide managers toward equitable awards using interactive guidelines and recommendations based on both performance ratings and position in salary band
- Create budget pools easily with data cleanup functionality, “What if” planning and the ability to re-calculate budgets on-the-fly
- View financial impact of new target percentages immediately for merit, bonus and stock budgets
- Protect the security of sensitive data with access protection and visibility controls
- Capture the specifics of your plans and requirements with flexible configuration capabilities
- Produce valuable reports in a variety of formats, including: Compensation Planning (Microsoft® Excel view), Budget by Manager, Pay for Performance by Manager, Pay for Performance - Merit, Pay for Performance - Bonus, Pay for Performance - Stock, Employee Compensation Statement, Budget by Manager
- Implement the system according to your needs — On-Premise or SaaS

Holistic workforce planning and analytics solutions from Aquire.

Manage the lifecycle of your workforce with our integrated planning and analytics solutions. From organizational charting to succession planning, workforce modeling, data integrity, workforce analytics and more — we provide comprehensive systems that can be used individually or together.

Aquire InSight™ delivers analytics directly to leaders via dashboards, charts and trend lines, allowing you to ensure your workforce initiatives are aligned with your strategic business plans. Aquire Succession, Modeling, and Integrity are collaborative solutions that allow you to leverage collective wisdom and share responsibilities when addressing those initiatives. And for powerful daily workforce reporting and automatic org charting, choose OrgPublisher Premier.

About Aquire

Aquire gives companies the wisdom that can only be derived from visualizing and deeply understanding the trends and future needs of their organization. Through a team of dedicated people, and a host of innovative solutions, a strategic partnership with Aquire helps companies make evidence-based decisions about their workforce investments. With Aquire solutions in hand, companies can build and communicate plans that differentiate their workforces to maximize their productivity and profits. More than 15 years of workforce insight gained from serving thousands of customers has helped Aquire grow from an industry pioneer into a recognized innovator with a portfolio of software solutions that support today’s vital workforce planning and talent management challenges.

North American Office
400 E. Las Colinas Blvd.
Suite 500
Irving, TX 75039 USA
Phone: +1 214.574.5020
Fax: +1 214.574.5014
Toll-free: 888.674.2427

Aquire United Kingdom, Ireland and Africa
Enterprise House
5 Roundwood Lane
Harpenden | Hertfordshire
AL5 3BW | United Kingdom
TEL: 0845 371 7085
TEL (outside the UK): +44 1582 463489

Aquire Europe and Middle East
BCB Bachstrasse 1
CH-9606 Bütschwil,
Sankt Gallen
Switzerland/Schweiz/Suisse
TEL: 044 5007159
TEL (outside Switzerland): +41 44 500 7159

Neumarkt Galerie
Richmodstraße 6
50667 Köln
Germany
TEL: 0221 92042 430
TEL (outside Germany): +49 221 92042 430

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