



The Wynford Group management consulting

OUR GOAL:

•Our goal is to facilitate organizational effectiveness by developing innovative solutions that provide continuing value, by incorporating integrated strategies, designed to support and align the business strategies with the people strategies. The Wynford Group helps organizations adapt to the changing business environments.



THE WYNFORD GROUP is based in Calgary, with affiliated offices in:
Toronto
Edmonton
Vancouver
Winnipeg
Atlantic Canada

CONTACT US:

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Aligning Human Resource Strategies with Business Imperatives

THE WYNFORD GROUP management consulting was founded by Gail Evans in 1991 and has a solid base of experience with both private and public sector organizations. We help our clients become more effective organizations through our practical and innovative solutions.

➤ Compensation & Total Rewards

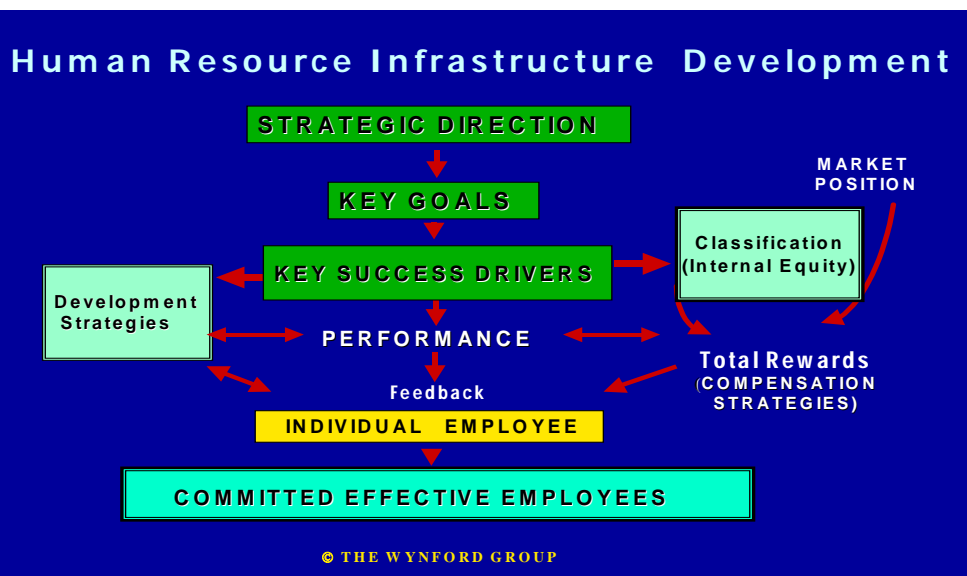
- ◆ Market review and development of salary ranges
- ◆ Custom surveys to market price against specific comparators
- ◆ Review and redesign of incentive programs
- ◆ Individual and job family market pricing

➤ Executive Compensation

- ◆ Executive and Board compensation reviews
- ◆ Review and design of Annual & Long-Term Incentives & Measures
- ◆ Mergers & Acquisitions, e.g. Change of Control due diligence
- ◆ Executive Performance Agreements

➤ HR Infrastructure

- ◆ HR Audits and Process mapping
- ◆ Integrated HR program development
- ◆ Performance management system review redesign
- ◆ Job classification review and redesign
- ◆ Communications to employees
- ◆ HR Konnectz – web-based software tools



THE CSS SURVEYS

Over 600 positions in 65 job families

- ◆ 5 surveys including:
 - Executive
 - Technical
 - Professional & Administrative
 - Supply Chain & Manufacturing
 - Contact Centre
- ◆ Detailed salary data and bonus analysis
- ◆ Projections and trends for Total Compensation
- ◆ Long Term Plans
- ◆ Benefits and Perquisites
- ◆ Attraction & Retention strategies

WYNCOMP DATA-BASE

Customized compensation reports on:

- ◆ Base & Total Cash Compensation
- ◆ Executive Compensation
- ◆ Board of Directors Remuneration
- ◆ Short & Long term Incentive Strategies
- ◆ Sales Compensation
- ◆ Benefits and Perquisites
- ◆ Human Capital Performance Metrics
- ◆ Industry Trends

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COMPENSATION SURVEYS

THE WYNFORD GROUP has over 20 years of expertise in designing, conducting and providing statistical and trend analysis for compensation surveys. Wynford conducts annual nation wide surveys in all industry sectors, including:

NATIONAL SURVEYS

IAT Canadian Salary Surveys - surveying over 600 positions in 65 job families— which include the *Technical, Professional & Administrative, Contact Centre, Supply Chain & Manufacturing, and the Executive Surveys.*

Construction Survey - surveying 84 different positions in 27 job families.

CUSTOM SURVEYS

The Wynford Group has also conducted other ongoing **Specialized Industry Surveys** including:

- ◆ The Engineering, Procurement and Construction (**EPC**) Industry Survey
- ◆ The Western Canadian Cities **HR Trading Post**
- ◆ Alberta **Land** Surveyors Survey

We design and conduct custom market surveys tailored for specific client requirements.

Using state of the art technology and a web-based delivery system, our surveys are designed to help organizations stay current with the market place and develop strategies for future success.

CANADIAN HUMAN CAPITAL BENCHMARKING SURVEY

Based on the foundations of Jac Fitz-Enz and the Saratoga Institute, it includes:

- ◆ HCB Index and Executive Summary Analysis Reports
- ◆ Diagnostic Consulting
- ◆ Customized Causal Analysis

HR KONNECTZ

Quick Role Profile —Online Job Profile Tool

- ◆ Is the ONLY online job description tool that has access to over 600 prepared job summaries from the Wynford Group's Canadian Salary Survey

Accountability Banding Classification System

- ◆ Point-factor classification system based upon accountability levels.
- ◆ Cost and time effective to design, implement and administer
- ◆ Intuitive for employees to understand and accept at all levels in the organization
- ◆ Flexible – adaptable to changes in dynamic organizations
- ◆ Customization – the organization determines the number and nature of sub-factors
- ◆ Computer-Based Version - provides ease of access and consistency of evaluation

Performance Accountability—Online System

- ◆ Aligns accountabilities of the organization through cascading goals and metrics
- ◆ Clarifies role and performance expectations and supports the identification of effective metrics
- ◆ Assesses both Results and Process