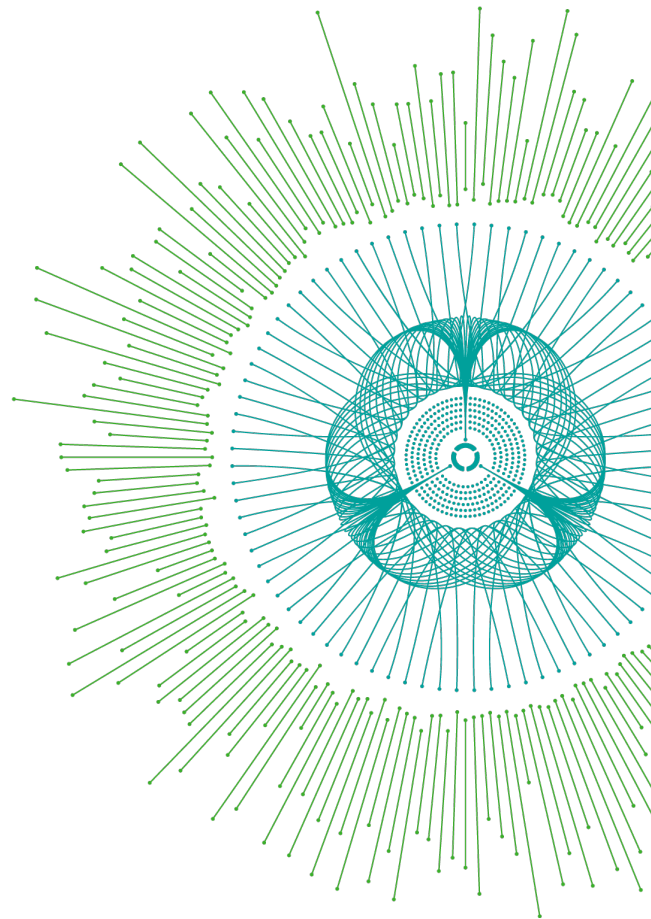




# Raising the subject of raises

Kevin Goldsmith, CTO

LeadDev Together



Doing compensation fairly is one of the most important things you can do as a people manager.





# Making salary recommendations



# Some things to consider



# Some things to consider

- The person's performance relative to their role/level



# Some things to consider

- The person's performance relative to their role/level
- Their place in the salary band



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- Their place in the salary band
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- Are you promoting them?



# Some things to consider

- The person's performance relative to their role/level
- Their place in the salary band
- Their previous raises
- Their velocity
- Are you promoting them?
- Your total salary budget



# The Budget



# The Budget

- What are the expectations around the budget? Can you go over?



# The Budget

- What are the expectations around the budget? Can you go over?
- The larger your team is, the closer you should be to hitting your budget exactly.



# Common mistakes



# Common mistakes

- Everyone has “over-performed” relative to expectations.



# Common mistakes

- Everyone has “over-performed” relative to expectations.
- Over-performing after a promotion.





# Common mistakes

- Everyone has “over-performed” relative to expectations.
- Over-performing after a promotion.
- Tiny (<2%) raises



# Tips



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- A small deduction in the raise of someone making a lot can be a big raise to someone making little.



# Tips

- A small deduction in the raise of someone making a lot can be a big raise to someone making little.
- Rounding down to an even \$/€ amount for someone, can be a big percentage increase for someone else.





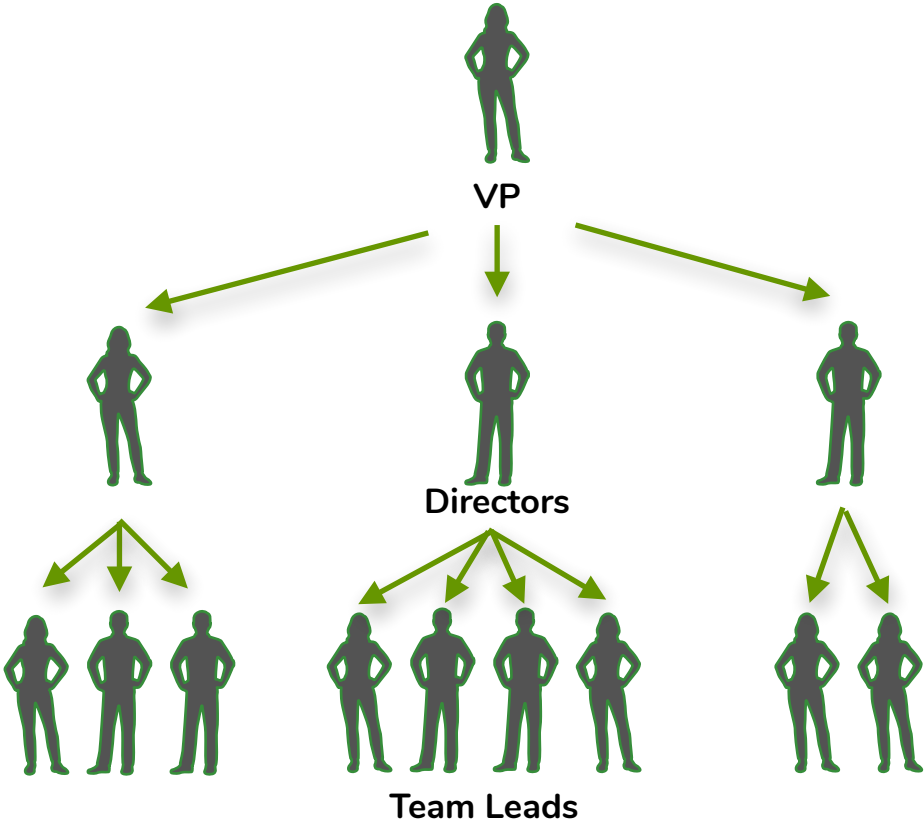
Making sure that salaries are fair



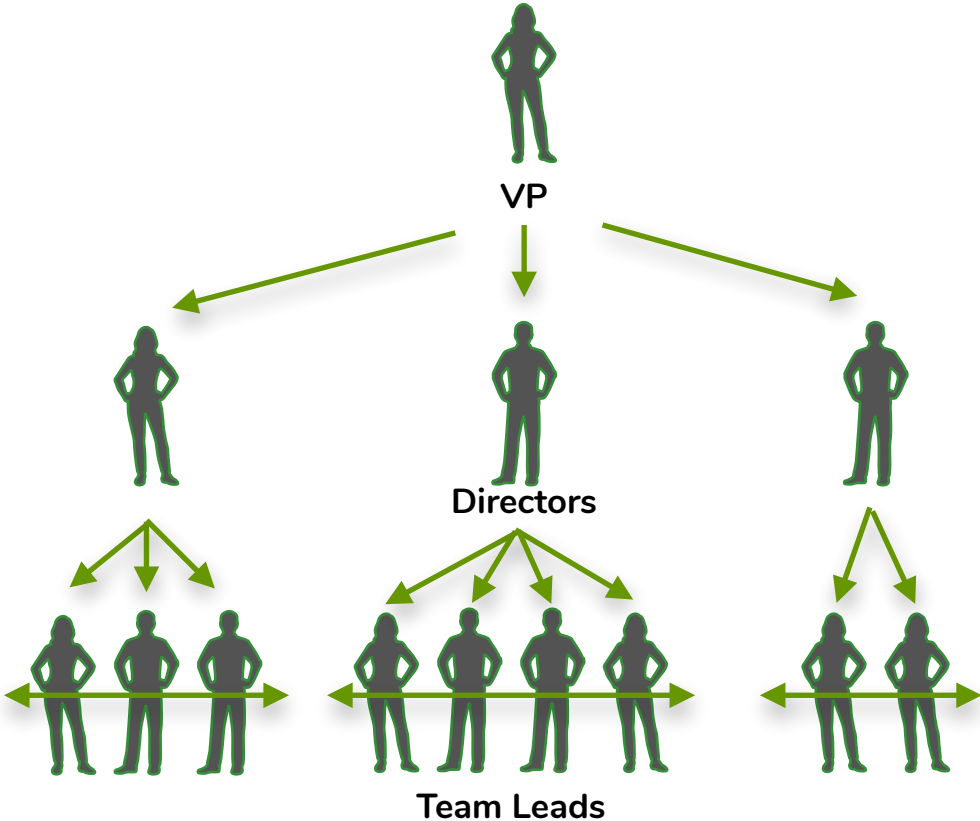
It is critical that salaries and raises are done in a consistent way across the organization



# Ensuring fairness

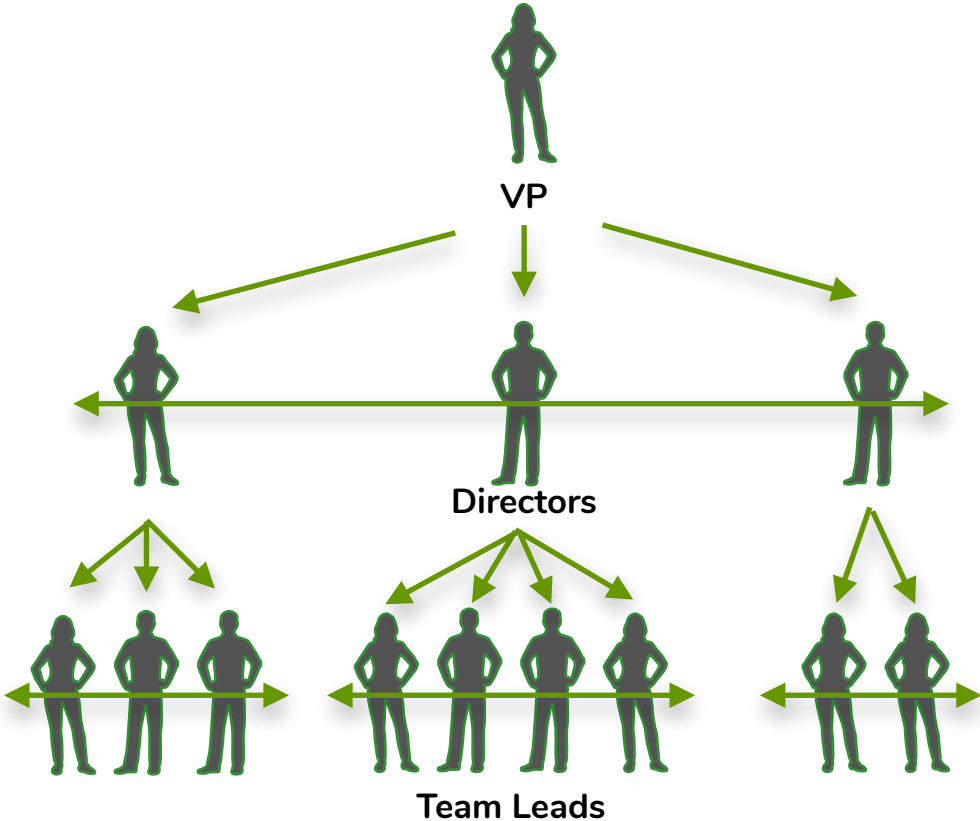


# Ensuring fairness





# Ensuring fairness



If your manager isn't doing this, you  
and your peers can do it yourselves!





# The review conversation



# Some things to consider



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- The salary review conversation is not a negotiation (in most companies and cultures).
- You are representing the company, be prepared to defend the numbers (even if you disagree).
- Your message should be consistent with your performance guidance through the year.
- Do not make a promise you can't keep (“if you do <X> this next period I will get you that raise”).







Final thought



We can fix a lot of the mistakes we make as managers, but a mistake in compensation can have lifelong consequences.



Make the effort to do  
it right.



# Thank You!

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