

# Total Rewards Rapid Deployment of Global Short-term Incentive Plan

## Leveraging uFlexReward for a Scalable Short-term Incentive Plan Deployment

In an ambitious move marked by rapid decision-making and executive approval, RTI International capitalized on uFlexReward's robust platform to deploy a strategic and scalable short-term incentive plan. With a goal of rolling out a new incentive plan by year-end in 60 countries, RTI swiftly navigated to incentivize excellence and innovation within their global talent pool. Throughout this process, RTI's leadership demonstrated agility and foresight in talent management.



### Background

As a non-profit research institute dedicated to improving the human condition, RTI International has long recognized that its greatest asset is its people. With a new strategic imperative to deliver transparent, equitable rewards across diverse geographies, RTI reimagined its reward system, creating a unified, global short-term incentive plan framework.



### Solution

RTI International's collaboration with uFlexReward introduced a paradigm shift in managing short-term incentive planning, transitioning from a largely manual process to an automated, transparent, and equitable system. This technology enabled real-time, formulaic calculation for 5,000+ RTI employees, accessible through a seamless Single Sign-On (SSO) interface, ensuring clarity and consistency in rewards communication.

"What got us here, won't get us there." - MARSHALL GOLDSMITH



### Implementation

The deployment was a testament to RTI's collaborative ethos, leveraging regular project calls and a dynamic, iterative approach. This facilitated the seamless integration of data across disparate systems, aligning with RTI's existing strategic rewards framework and embodying forward-thinking digital transformation.



- 1 Approve proof of concept, design and security requirements
- 2 Aggregate data for all countries and project payout based upon factors
- 3 Communicate Short-term Incentive Plan calculate and final amounts to eligible employees
- 4 Communicate all total rewards for all employees in all countries in one place

## Results

RTI's implementation of uFlexReward has revolutionized its approach to short-term incentives, delivering a transparent and communicative platform to its global workforce.

- Equitable reward distribution
- Enhanced employee engagement
- Real-time access and clarity
- Seamless integration with HR systems

## Key Success Factors

The successful rollout of the global short-term incentive plan is a beacon of RTI's strategic agility and adaptability. With rewarding benefits and a robust platform, RTI has set a new benchmark for global compensation strategies through:

- Data-driven decision-making
- Focused alignment with strategic objectives
- Strong commitment to change management
- Robust and flexible technology partnership
- Transparent metrics and calculations for their staff
- Strong commitment to change management
- Focused alignment with strategic objectives



## Conclusion

RTI's journey into the digital empowerment of reward systems has set a new trajectory for achieving transformative global impact. The rapid deployment of their short-term incentive plan stands as a hallmark of the organization's agility and responsiveness to the needs of their global workforce. Looking ahead, RTI's commitment to equity, transparency, and recognition in compensation remains unwavering.

