



Steven Henry

Total Rewards Leader



Steven Henry is a highly experienced Executive Total Rewards Leader with a demonstrated history in the staffing and recruiting industry. He has a robust skill set in Total Rewards disciplines, including Compensation, Benefits, HRIS, Sales Compensation, and Project Management. With over 15 years of experience, Steven has developed and led Total Rewards strategies at some of the world's most recognized companies, consistently improving organizational performance through innovative compensation and benefits programs.

Expertise:

- **Total Rewards Strategy Development:** Extensive experience in designing and implementing comprehensive Total Rewards programs, including compensation, benefits, and recognition systems that align with business objectives and drive employee engagement and retention.
- **Executive Compensation and Incentive Design:** Skilled in developing competitive executive compensation packages, including base salary, short-term incentives (STI), long-term incentives (LTI), and equity programs. Ensured alignment with company goals and shareholder expectations.
- **Sales Compensation and Base Pay Structuring:** Developed and managed sales compensation plans and base pay structures across various industries, ensuring market competitiveness and alignment with business performance.
- **Benefits Program Management:** Expertise in managing and optimizing benefits programs, including health and wellness plans, 401k administration, and severance packages, to support the financial well-being and productivity of employees.
- **HRIS and Compensation Analytics:** Proficient in HRIS systems and leveraging data analytics to evaluate compensation structures, monitor market trends, and implement data-driven solutions for compensation planning and decision-making.
- **Long-Term Incentive (LTI) Plans:** Extensive experience in designing and administering LTI plans that drive long-term performance and retention of key talent within organizations.
- **Performance Management Consulting:** Provided strategic advice on performance management systems, including short-term and long-term rewards, to drive organizational performance and accountability.
- **Compensation Planning and Job Pricing:** Led compensation planning and job pricing initiatives, ensuring internal equity and external competitiveness through market benchmarking and job classification systems.

Sample Consulting Engagements:

- Led compensation planning and executive compensation strategy for AMN Healthcare, optimizing Total Rewards programs for employee retention.
- Developed sales compensation strategies for 55,000+ employees at Advance Auto Parts, focusing on variable and performance-based pay models.
- Implemented incentive design and job classification systems for Carnival Cruise Line, enhancing executive compensation planning and talent retention.