



Benefits Solutions Group

Improving Value...According to Plan



Strategic Benefits Planning Session

Why is this session so important?

Employee benefits costs continue to skyrocket. Containing these costs while maintaining value and employee appreciation requires a strategic plan integrating design, funding, tax tools, employee education, technology, budget, and culture. Most benefit plans are a collection of decisions made over time in response to problems. Rarely do organizations step back, reassess, and decide where they want to be with regard to benefits.

What can you expect?

This session will help define your benefit objectives and to create a plan that considers your culture and budget. You can expect exposure to scores of benefits tactics and strategies, many of which will be critical to creating or maintaining competitive advantage. We will address major issues including:

- Why do you offer benefits?
- Who should benefit?
- Should benefits be the same for everyone?
- Who should pay? How much?
- What is your commitment to your employees?
- What is affordable?
- What are the characteristics of the most efficient health plans?
- What can your employees do to help?
- How do disability and retirement income fit in?
- What about compliance, communication, and administration?
- How can the internet help?
- What are other employers doing?

Who should attend?

Senior leaders with responsibility for culture and budget, as well as your organization's benefits professionals, should attend. Depending on the size and structure of the organization and the benefits sense of urgency, you should include the owner, president, and CFO. The key is to have the leaders who can make the strategic decisions and commitments so that the benefits professionals get clear direction to do their best.

How should you prepare?

All that you need to bring to this meeting is an open mind and a desire to create an employee benefits strategy that will make your employee benefit plans a competitive advantage for your organization.