

A profile photograph of a person's face, looking towards the right, set against a blue background with vertical light streaks. The person's features are partially obscured by the large text overlay.

# From Transparency to Trust

## Position your Organization at the Forefront of Pay Transparency

Pay equity and transparency are no longer just about compliance—it's about building trust. As new regulations and expectations emerge, organizations have an opportunity to go beyond legal requirements and create clarity, consistency, and confidence in how people are rewarded and valued.

At Korn Ferry, we help organizations navigate this shift. We work side by side with leaders to ensure compliance where it matters most, but also to build reward frameworks, job structures, and communication strategies that enable people to understand, trust, and engage.

When people understand how and why they're paid, they trust more. Perform better. And stay longer.

# Your approach to pay equity and transparency depends on where you are and where you want to go



True impact comes not just from meeting regulations, but from building trust—through clear, consistent, and connected reward and talent practices. This means aligning pay with performance and potential, integrating reward and career frameworks, and equipping leaders and managers to have open, confident conversations about pay.

## How Korn Ferry helps

### REGULATORY COMPLIANCE

- Educate leaders
- Job posting strategy, range definition, and talk tracks
- Clarify governance and compliance support roles

PREPARE FOR COMPLIANCE AND RELATED IMPACTS

### PAY EQUITY ANALYSIS

- Statistical rewards audit by employee groups
- Overall pay gap analysis and like-for-like analysis
- Strategy, structure, process (drivers) review
- Pay remediation, as needed

ASSESS CURRENT PAY EQUITY PROCESSES AND OUTCOMES

### ESTABLISHED JOB ARCHITECTURE

- Value work based on gender (race) neutral criteria
- Develop consistent structure and processes across work
- Provide tools to support information requests

BUILD THE RIGHT FOUNDATION OR WORK TO ENABLE TRANSPARENT AND COMPLIANT PROCESSES

### REWARD STRATEGY AND DESIGN

- Clarify reward design to enable clarity, consistency, and effectiveness
- Improve pay equity and communication strategies
- Optimize balance between freedom and framework in administration processes
- Assess program effectiveness to mitigate risks

ENSURE EFFECTIVE AND CONSISTENT REWARD PRACTICE, AND ENABLE THE ORGANIZATION FOR SUCCESS

### CHANGE, COMMUNICATION AND ENABLEMENT

- Establish roadmap for change
- Shift mindsets to enable and sustain an inclusive and equitable organizational culture
- Sharpen communication, messages, messengers, and mediums
- Enable managers to respond to employee questions
- Ensure smooth transition, minimizing disruption

MANAGE TRANSFORMATION, ENABLEMENT, AND CHANGE



Pay equity and transparency are no longer compliance requirement—it's an opportunity to strengthen trust and engagement across your workforce. Whether you're just beginning to navigate new regulations or working toward a culture of openness and fairness, Korn Ferry can help you create clarity, consistency, and confidence in how people are valued and rewarded.

Let's make pay equity and transparency feel less like a risk-and more like trust and respect.

To learn more about Pay Equity and Pay Transparency

[VISIT OUR WEBSITE](#)

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

**Business advisors.**

**Career makers.**