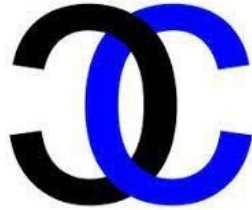


CONNECT & CONQUER



COASTAL BEND SOCIETY FOR HUMAN RESOURCES 2024 CONFERENCE

Post Conference Workshop 9/20 8:00 am

"Harnessing Insights: Leveraging Data from Employee Surveys for Informed Decision-Making"

Embark on a journey as we delve into the world of data-driven decision-making. In this captivating session, we'll unravel the insights gleaned from Gallagher Surveys, focusing on key reports such as the National Benchmarking Survey, Salary Planning Survey, and various surveys. Join us for an hour of discovery, where we not only analyze trends but also explore the best practices adopted by forward-thinking employers. This won't be a one-way street – our session is designed to be interactive, encouraging lively discussions and valuable feedback from the room. Hear firsthand what other organizations are witnessing and implementing, adding a dynamic layer to our data-driven exploration.

The objectives for this presentation are:

1. Analyze and discuss current trends and findings in employer programs revealed by the annual National Benchmarking Survey.
2. Examine and share insights from the Salary Planning Survey, focusing on employer trends related to salary practices including budgeting, structure adjustments, and promotional increases.
3. Identify and explore key employer hot topics unveiled through pulse surveys, fostering discussions on emerging issues and industry challenges.
4. Foster peer-to-peer learning and exchange of experiences to deepen understanding of survey insights, allowing participants to contextualize findings within the broader landscape of employer experiences and industry benchmarks.

By the end of this engaging session, you'll not only be well-versed in what the data is saying but also armed with innovative ideas to seamlessly integrate into your organization. Get ready to elevate your decision-making process and leave with actionable insights to implement in your workplace.



Sommer joined Gallagher in November, 2016. She began her career in technology in 1998 and moved into Human Resources as a Compensation Analyst in 2000. Prior to joining the Gallagher Benefit Services Baton Rouge office, Sommer served in various Compensation and Benefits leadership roles within Human Resource Departments.

Sommer is an accomplished Compensation and Benefits professional with Project Management experience in various industries such as Manufacturing, Healthcare, Wellness, Oil & Gas, Energy and Construction. She received her Lean Six Sigma Green Belt certification in 2010 and is highly skilled in leading large-scale projects with significant financial impact.

Sommer's primary role is to prepare for and present Gallagher's Human Resources and Compensation resources to prospective clients and is involved in special projects related to Human Resources and Compensation Consulting. Sommer's strong analytical skills, strategic approach and commitment to excellent customer service makes her a trusted advisor to both clients and her Gallagher team.

Sommer is a graduate of Louisiana Tech University with a bachelor of Science in Management Information Systems. She is a Certified Compensation Professional (CCP) and Lean Six Sigma Green Belt. Sommer resides near the Baton Rouge area with her husband and two children.



Sommer Mason, CCP
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