

How Flinks uses Barley to empower managers with more effective and fair compensation reviews



Industry	Financial data technology
Company size	150 employees
Key features used	Comp Reviews, Pay Bands

Key Results

80% estimated time savings

across managers and People Operations by streamlining end-to-end compensation reviews in Barley instead of using multiple spreadsheets

Managers empowered

to make informed and equitable compensation recommendations with context, budgets, and tailored guidelines implemented in Barley

Increased pay transparency

with Barley's visual and configurable pay bands which are securely shared with relevant stakeholders

Quick one-day setup

to integrate with Flinks' HRIS and configure Barley to align with their compensation structure



“By using Barley, we’re able to put more forethought into our company compensation reviews, so that we can make effective and fair compensation changes and communicate them in a clear way to employees.”

- Brendan Yorke, VP of People Operations at Flinks

Challenges

- Flinks was running their compensation review process manually with different spreadsheets and in a manner that was ad hoc, resulting in wasted time and increased risk of errors
- Managers at Flinks lacked visibility into the company's pay bands, budgets, and merit guidelines, limiting their ability to make the best pay decisions for their teams
- The People Operations team needed to evolve their compensation structure, but they didn't have the tools to visualize and improve their company-wide pay bands

Brendan Yorke, VP of People Operations at Flinks, and his team have to balance building a compensation strategy and ensuring compensation reviews are executed on time while within budget across managers and the senior leadership team. Keeping teams aligned and the review cycle on track was no easy feat.

Historically, their process was extremely tedious and time-consuming. Managers had to manually update compensation information for employees in spreadsheets, verify that information, and get approvals one by one through Slack messages or ad hoc meetings.

On top of that, managers didn't have a clear understanding of the company's pay bands and budgets which made it challenging to determine the right pay recommendations to make for their teams.

There wasn't a simple way to view their entire team's compensation, see where employees sat in their pay bands, or keep track of their allocated budgets. Not only was this approach manual, but it risked errors due to the use of non-live data.

When it came to their compensation strategy, Brendan and his team were in the early stages of building out new company-wide pay bands, but they were lacking the tools to visualize their pay structure as they wanted to make improvements.

Brendan was eager to find a better solution to streamline their compensation management – something that was easy to use, fast to set up, and flexible!

Solution

Brendan and his team selected Barley as their compensation management solution, which they found to be refreshingly easy to use with a super quick implementation time. In less than a day, Flinks integrated their HRIS, synced their compensation data, and were all configured and ready to use the Barley platform.

Flinks saw immediate results using Barley to optimize and improve their review cycle process. With automated workflows and approval chains, both his team and managers significantly reduced the amount of admin work previously needed to maintain compensation information using spreadsheets.



“Our managers are now completing compensation reviews in 20% of the time with Barley compared to using our old manual processes,” said Brendan.

The benefits go beyond the impressive time savings. Since Flinks now uses Barley to centralize and visualize compensation information and budgets, all relevant stakeholders have more context to make informed pay decisions and be more proactive about compensation.

During review cycles, managers are empowered to make equitable pay recommendations based on configurable guidelines which take each employee’s performance ratings and their position in band into account.

In addition to the guidelines, all managers have clear visibility into their team budgets, providing them with guardrails on their spend.

With Barley as their compensation management solution, Brendan and the Flinks team can now confidently plan, launch, and execute company-wide compensation reviews in a flash. The time saved helps them refocus on high-value people initiatives such as analyzing and improving their employee retention strategy.



“Barley gave me the visibility I didn’t know I was missing as it relates to compensation. Having all of my team’s comp in one place allowed me to dramatically speed up my compensation review, while having the details for each employee at my fingertips. Barley’s concise, clear, and easy-to-use platform provided great clarity to me and my team.”

- Eddie Beqaj, Head of Client Management at Flinks

Takeaways

- ✓ Barley makes cross-functional compensation reviews painless, automates data entry, and empowers Flinks’ managers to do their best work
- ✓ All key stakeholders at Flinks have more visibility into the company’s compensation structure and budgets so that pay decisions can be data-driven and equitable
- ✓ Flinks visualizes and centralizes all their compensation information and data in Barley. This makes it easy for HR to continuously improve the company-wide compensation strategy and for managers to decide how to recognize and reward their teams fairly



Learn more about Barley on
the ADP Marketplace.