

Offer Review & Salary Negotiations

A career development webinar for
Deloitte alumni

Audio: Toll-free (US, only) +1-888-604-9362

Participant code: 9535842

WebEx: <https://deloitteevents.webex.com/deloitteenvents/onstage/g.php?MTID=eeb9732a15e7e0ea4fc587c91b09f74de>

Spring 2018

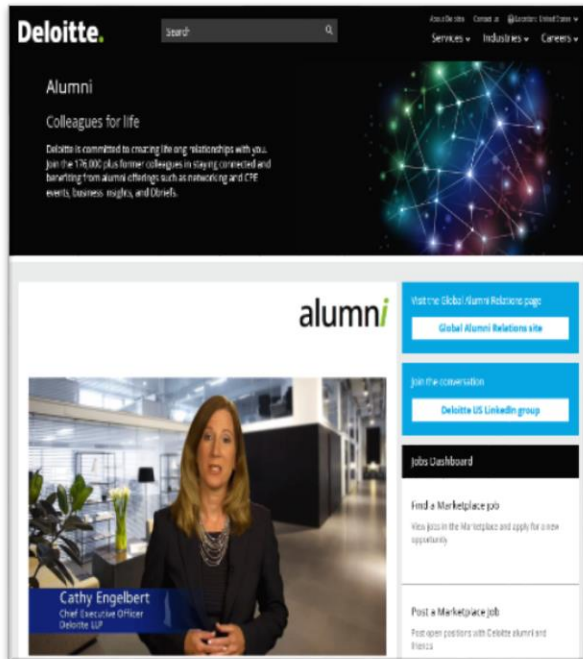
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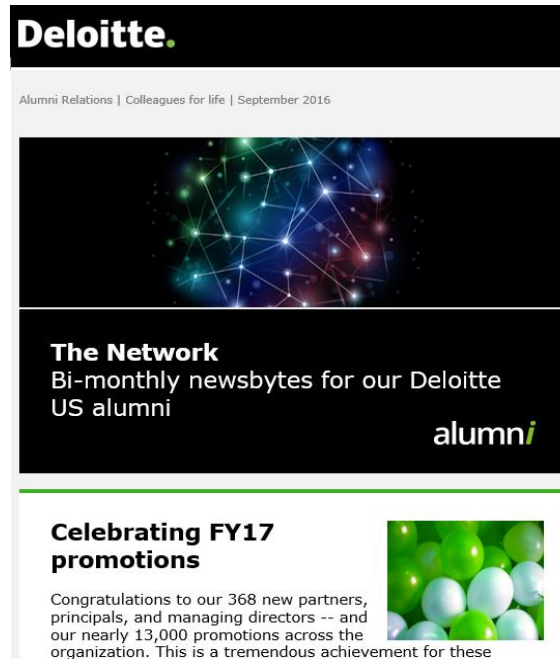
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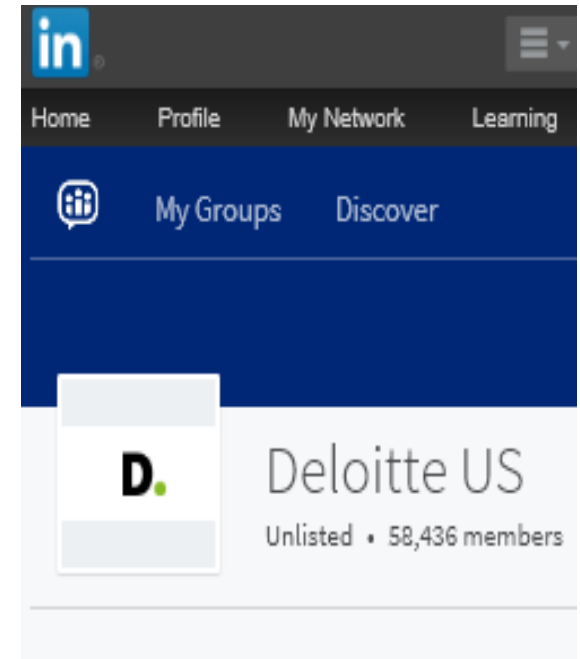
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Hiring companies appreciate the opportunity to target candidates with Deloitte experience. Learn more about the [U.S. program](#).

Career Development & Transition

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This site is intended only for use by Deloitte alumni, employees and sponsored friends. Resumes of anyone not matching this description will be blocked.

Marketplace Jobs

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Company resources

Extending perks to alumni

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Business insights

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Deloitte Review 19

Cybercrime has gone professional, with organized crime and national governments sponsoring cyberattacks on everything from sensitive government data to corporations' intellectual property. This issue explores ways that organizations can fight back and implement measures to manage cyber risk.

Special section: Cyber risk management



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Agenda

Topic

Content

Planning and Preparation for Salary Discussions

- **Competitive Market Value**
-

Evaluating Offers

- **Key things to keep in mind**
 - **Handling Multiple Offers**
-

Negotiating the Salary/Offer

- **Key Strategies**
 - **Declining Offers**
-

Q&A

Planning and Preparation for Salary Discussions

Planning for Salary Discussions

-Three Key Steps:



**Understand your
competitive market
value**

**Determine your
minimum salary
requirements**

**Determine your ideal
salary range**

Planning for Salary Discussions

Role-play Demonstration

Evaluating Offers

Evaluating Offers

Consider the entire compensation package – not just salary.

- Insurance (Medical/Dental/Vision/Life)

- 401(k) plans

- Vacation days/Sick leave/PTO

- Pension/Profit Sharing plans

- Stock options/ESOPs

- Employee assistance program

- Tuition reimbursement

- Company vehicle or car allowance

- Relocation expenses

- Flexible work arrangements

Evaluating Offers (cont.)

Potential questions to consider:

- *Do you like the work?*
- *Are you able to transfer skills and experience from previous jobs to contribute to your success in the new organization?*
- *Are the responsibilities likely to provide you with a challenge?*
- *Is the opportunity for growth and advancement compatible with your needs and desires?*
- *Will the company provide support for your professional development, including support for continuing education, training, and mentoring?*
- *Are the company's location, stability and reputation in line with your needs?*
- *Is the stability and growth potential of the industry in line with your needs?*
- *Is the culture of the company conducive to your enjoying working there?*
- *Is the senior leadership of the organization a reputable and high-quality group?*
- *Will the position provide you with a lifestyle, including work hours and travel requirements, that is suitable for you and your family?*



Evaluating Offers (cont.)

How to deal with **multiple offers**:

Multiple Offer Evaluation Matrix

- Step 1: Enter your decision criteria in Col A
- Step 2: Assign a weight to each criteria in Col B. Weights must total 100%
- Step 3: Enter your various offers/options.
- Step 4: Assign a rating to each option against each of your criteria. See scale to right.
- Step 5: Review total scores for quantitative comparison. Discuss qualitative factors with trusted contacts.

- 5 = Exceptional: the best possible
- 4 = Above average
- 3 = Average
- 2 = Below average
- 1 = Poor
- 0 = Nonexistent

		Option 1		Option 2		Option 3		Option 4	
		ABC Corp - Manager		XYZ Corp - Senior Assistant					
		Calculated		Calculated		Calculated		Calculated	
My Decision Criteria	My Weighting	My Rating	Weight	My Rating	Weight	My Rating	Weight	My Rating	Weight
Local with minimal travel (10-20%) and reasonable hours	20%	2	0.400	5	1.000				
Good overall compensation package	30%	5	1.500	3	0.900				
Interesting and meaningful work - strong contributing role	20%	5	1.000	2	0.400				
Collaborative working group	15%	5	0.750	5	0.750				
Clear success criteria (that play to my strengths)	15%	4	0.600	2	0.300				
Total	100%		4.250		3.350				

Negotiating the Salary/Offer

Negotiating the Offer

- **Prepare thoroughly and do your research.**
- **Understand various timing considerations.**
- **Negotiate to your strength. Illustrate your added value to the company.**
- **Consider creative alternatives/options.**
- **Be positive and productive.**
- **Be prepared for a variety of responses from hiring company.**
- **Know when to walk away or when to concede. Or not negotiate at all.**
- **Confirm offer in writing.**



Negotiating the Salary/Offer

Role-play Demonstration

Declining Offers

Declining an Offer

Be Prompt

Be Courteous

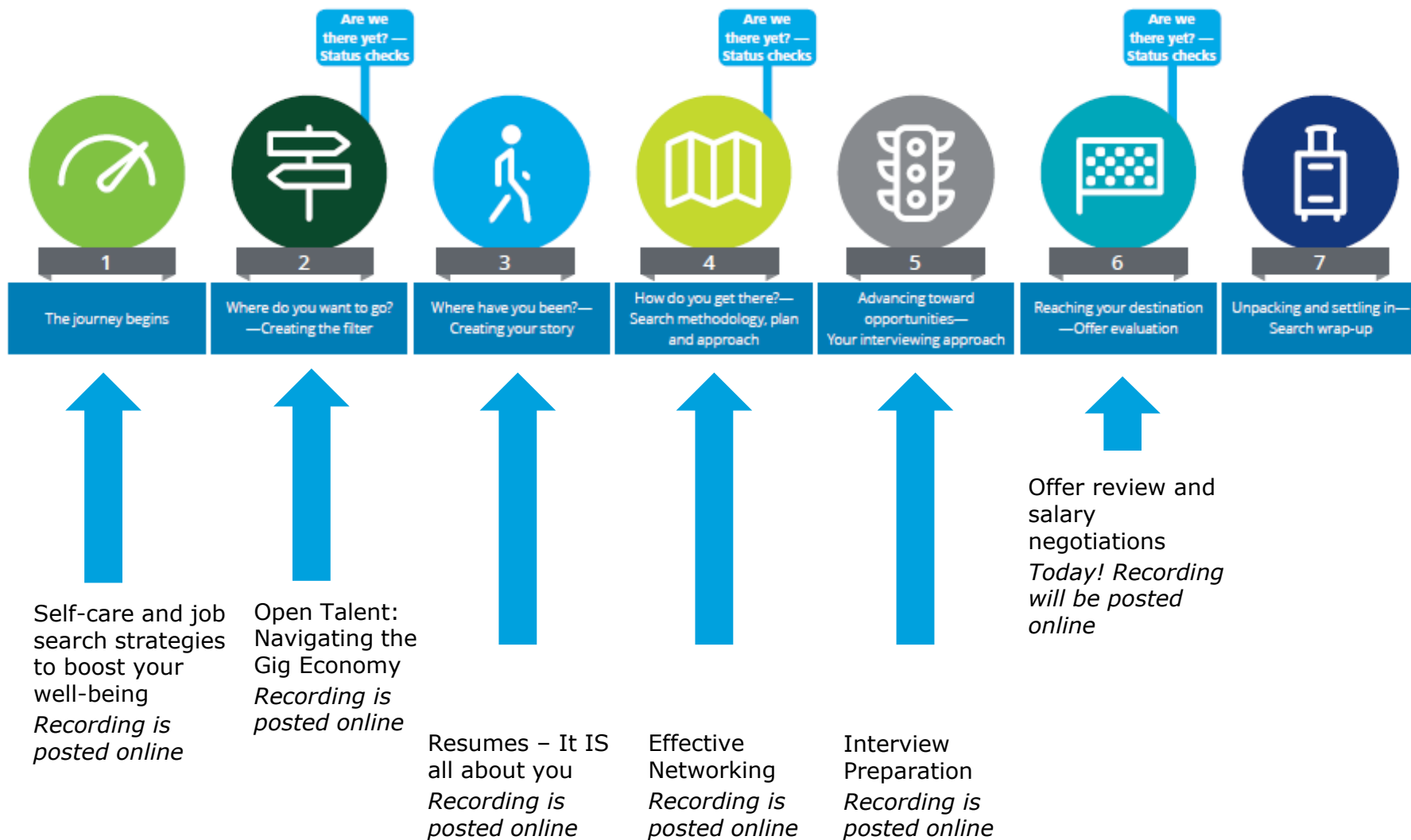
Be Diplomatic

Be Concise

Q&A



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