



The Art of Compensation Transparency: Managing Sensitive Discussions

Who: Heads of School, Human Resources, and Business Managers

Presenter: Lynne Vu and Sarah Scott

When: Thursday, November 12th from 10:00 a.m. to 11:00 a.m.

Where: Virtual on Zoom

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The slide deck and recording will be available to registrants after each webinar

Session Description:

Pay conversations are among the hardest a manager will have and among the most consequential. Only **44% of employees** say their manager is open and honest about salary and compensation. In this session, TriNet's Organizational Development consultants show HR and people leaders how to turn those uncomfortable moments into trust-building ones. You'll learn what makes a conversation "courageous," why compensation talks trigger avoidance, power dynamics, and cultural friction, and how to prepare so both sides leave with clarity. The session walks through a **seven-step action plan**: prepare, set tone, start the discussion, deliver the message, address concerns, next steps, close; applied live to two real-world scenarios: telling a long-tenured employee there's no raise this year, and responding when an employee spots a job posting for their own role at a higher salary. You'll also get tactics for the reactions leaders dread most: emotion, confrontation, challenges to your authority, claims of unfairness, and silence. Finally, the session covers the structural tools that make every future conversation easier such as market analysis, pay bands, pay equity and risk analysis, and a documented **compensation philosophy** to serve as your organization's North Star.

About Lynne Vu:



Lynne Vu is Lead Organizational Development Consultant with TriNet's Talent and Organization Management team and is a certified SHRM-Senior Certified Professional (SCP). She has over 30 years of experience in organizational development and HR, and has spent the last 14 years with TriNet, where she partners with small and medium-sized

businesses to develop strong leaders and create healthy, high-performing cultures where people can do their best work. Her style is hands-on, collaborative, and focused on helping organizations make meaningful, sustainable improvements.

About Sarah Scott:





Sarah is a Lead Org Development Consultant for TriNet based in Phoenix, Arizona. In this role she enjoys collaborating with executives and HR leaders to assess their current state of people management, identify gaps and implement strategies to optimize employee and organizational excellence.

She has over 20 years' experience in HR outsourcing focusing on human capital management and comprehensive employer services available within the PEO industry. Sarah earned a BA degree in Industrial Relations from Rockhurst University and holds credentials as a Professional in Human Resources (PHR) and the Society for Human Resources Management as a Certified Professional (SHRM-CP).

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