



Megan Nail, CCP, SHRM-SCP Total Rewards Expert

Megan is a total rewards expert who is passionate about the employee experience. With 20 years of human resource experience, Megan has developed not only business and HR strategy, but has applied and communicated it throughout organizations. In today's competitive landscape for talent, it is critical to have a strong total rewards and compensation philosophy that is competitive, equitable and inclusive.

In addition to her role as Vice President, Total Rewards Practice at [FirstPerson Advisors](#), Megan serves as the State Director for [HR Indiana SHRM \(Society for Human Resource Management\)](#). Megan is invested in building and strengthening Indiana's HR community. She was also recently recognized as one of [Employee Benefit News/Employee Benefit](#)

Adviser's 10 Rising Stars of 2021.

As a speaker, audiences find Megan to be an engaging blend of innovative and strategic thinking, with the practical tools and resources they need to implement changes and ideas at their own organization.

Speaking Topics

See Appendix A for detailed information, including learning objectives and SHRM competencies.

- Total Rewards: What's changed and what you need to know for 2021
- Pay Equity: Are you paying your employees fairly and equitably?
- Longitude, Latitude, Labor & Location: How to approach compensation with a dispersed workforce
- Total Rewards and Compensation Planning: Where to start and how to move forward!
- Incentive Plans and Variable Pay: More than a trend, a way to drive organizational performance
- Performance Management Innovation: Practical tips, templates and ideas

Social Media

- LinkedIn: <https://www.linkedin.com/in/megannail/>
- Twitter: <https://twitter.com/MeganNail>
- Facebook: <https://www.facebook.com/megan.wisenail>

Selected Past Speaking Engagements & Media Appearances

- HR Indiana Conference 2020
- [WISH IndyStyle](#) & [FOX59](#) TV Programs (August 2020)
- Indiana Wellness Summit 2020
- [RESOLVE Conference](#) 2020
- [Human Resolve Podcast](#) – Episodes 3 & 6

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- 2021/2020 SHRM Chapter Presentations including Prince William County Virginia SHRM, West Georgia SHRM, Tippecanoe Area SHRM, North Central Indiana SHRM, Lakeshore SHRM, IndySHRM, Southern Indiana SHRM

Recent Published Articles

- [Top Four Total Rewards Trends in 2021](#) (February 2021)
- [Longitude, Latitude and Labor: Compensation Approaches for Your Distributed Workforce](#) (January 2021)
- [Is your organization ready for the equal pay for equal work act?](#) (November 2020)
- [Beyond programs and policies: Reimagining the workplace of the future](#) (October 2020)
- [In \(and out of\) the zone: How to fuel resilience in yourself and your team](#) (October 2020)
- [What you need to know as you consider aging your salary structures](#) (September 2020)
- [Plan ahead: Compensation strategies for 2021](#) (September 2020)
- [Six ways to help parent employees navigate work and school](#) (July 2020)

Testimonials and Reviews

- "This was the best session yet. Megan was very engaging and actually presented the information rather than just reading the slides. I give Megan two thumbs 👍👍 up." – IndySHRM Certification Study Group Participant, September 2020
- "I like how Megan doesn't simply read the power point slides to us. She provides examples from her own work, and also allows us to share our own experiences. I think this discussion type of instruction lends better to learning." – IndySHRM Certification Study Group Participant, October 2020
- "Thank you leading us so capably in this new...member program! You were absolutely brilliant and we're very, very grateful for your wisdom, expertise, and time!!" – Julie Grice, Chief Revenue Officer, Indy Chamber

Biography

Megan strives to create engaging workplaces that value talent by aligning an organization and its goals. This enables her to design valuable compensation structures that attract, engage, and retain top talent.

As Vice President, Total Rewards Practice, Megan advises clients on how to meet their organization's goals through total rewards and compensation strategy. She builds and designs market competitive base and incentive pay structures throughout the organization, including prioritizing compensation as a key component of the employee value proposition.

With over 12 years' experience as a volunteer leader at the Society for Human Resource Management (SHRM), Megan has invested in building and strengthening Indiana's HR community. She is currently the State Director for HR Indiana SHRM.

Megan attended Purdue University where she graduated summa cum laude with a Master of Science in Organizational Communication. Megan also received a summa cum laude Bachelor of Arts degree in Communication Management from the University of Dayton. She also possesses professional certifications including Certified Compensation Professional (World at Work), SHRM-SCP (Society for Human Resource

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Management – Senior Certified Professional), and SPHR-CA (Senior Professional in Human Resources, also certified in California). Megan most recently served as Senior Human Resources & Compensation Manager at Faegre Baker Daniels.

Outside the office, Megan enjoys supporting local sports teams, reading, and visiting her favorite Indy restaurant, Iozzo's Garden of Italy. She also loves spending time with her family, including two sons, aged 9 and 12.

Strengths: Achiever, Communication, Discipline, Harmony, Responsibility

Fee Schedule

Megan's fee schedule is available upon request.

Contact Information

Megan can be reached directly at mmail@firstpersonadvisors.com or 317.501.6164 (mobile).

Appendix A

Megan Nail, CCP, SHRM-SCP
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[Megan's Biography](#)

Program Name	Description	Learning Objectives	SHRM Competencies
Total Rewards: What's changed and what you need to know for 2021	2020 has dramatically changed what employees value - but have you changed your total rewards approach as an employer? Between transformed remote workplaces and a focus on crucial areas such as diversity, equity and inclusion and mental health, there are new trends everywhere. This fast-paced session will give you the highlights of what you need to know for now and the future so you are prepared!	<ul style="list-style-type: none"> • Understand the competitive, economic, social and political environment in which your organization operates, and how this impacts your total rewards strategy. • Learn how total rewards and workplace trends may impact your organization so you can strategically and proactively respond. • Collaborate with participants to discuss designing solutions to these issues and opportunities. 	Business Acumen Consultation
Pay Equity: Are you paying your employees fairly and equitably?	Are you paying your employees fairly and equitably? If you can't answer this question confidently, it may be time for a pay equity audit and compensation program refresh. Although federal pay equity laws have been in existence for decades, this issue has recently become a focus by state and local governments and diversity, equity and inclusion committees. Equal pay for equal work continues to be a major obstacle in creating a truly diverse, equitable and inclusive workplace. Knowing where you stand and closing this gap within your organization will not only improve efficiency, but also improve trust and transparency within your organization's culture.	<ul style="list-style-type: none"> • Understand the importance of equitable pay and why it is beneficial to all. • Identify your obligations and responsibilities with the federal Equal Pay Act (EPA) and state and local equal pay laws and regulations. • Learn approaches to conducting a pay equity audit. • Apply these learnings about pay equity applies to common situations that you may be facing in your organization. 	Leadership and Navigation Ethical Practice
Longitude, Latitude, Labor & Location: How to approach compensation with a dispersed workforce	Do you have employees working from "anywhere" in a remote world? Are you wondering how to pay them? There are no easy answers to compensation challenges when employees are working in different locations - whether they are remote or in physical workspaces. In this dynamic session, we will explore the primary approaches to paying a dispersed workforce and how your business strategy and compensation philosophy should inform your perspective.	<ul style="list-style-type: none"> • Understand how the compensation landscape has changed with a significant migration to remote work. • Learn the differences between cost-of-living and cost-of-labor. • Understand three primary approaches to pay with a dispersed workforce. • Apply these learnings to common situations that you may be facing in your organization. 	Business Acumen Consultation Critical Evaluation
Total Rewards and Compensation Planning: Where to start and how to move forward!	Whether you are just starting to think about total rewards and building a compensation structure, or you are a seasoned expert, there is something to learn in this session. This program will discuss different approaches to total rewards and compensation, including base and variable pay, and share key considerations to evaluate when you are choosing an approach for your organization. Finally, we will tackle the tough issues in compensation, such as cost-of-living differences, promotions, demotions and employees who are over the salary range max.	<ul style="list-style-type: none"> • Identify components of a total rewards approach • Recognize different approaches to compensation, including base and variable pay • Evaluate and assess which approach is most beneficial for your organization • Learn how to create a base pay structure • Recognize different approaches to communicating about total rewards 	Business Acumen Consultation Critical Evaluation
Incentive Plans and Variable Pay: More than a trend, a way to drive organizational performance	Even with the recent economic challenges, variable pay budgets have increased dramatically and expanded throughout the employee population. Beyond an employee expectation and a retention tool, incentive plans have become a key driver of organizational performance. This program will help you get started or refine your variable pay plans so you are maximizing your results and return on investment.	<ul style="list-style-type: none"> • Identify and understand market trends in variable pay. • Define how business strategy can be supported by variable pay. • Identify the types of variable pay. • Apply the steps in developing, implementing and evaluating a variable pay plan to your organization. 	Business Acumen Consultation Critical Evaluation
Performance Management Innovation: Practical tips, templates and ideas	The Harvard Business Review declared "the performance appraisal is dead" in 1997, but over 20 years later, what has really changed? In this engaging session, you will learn not only about innovative practices, but also take away tools and templates that you can use to impact your organization whether you are looking for radical change or smaller improvements. We will also discuss the pros, cons and potential pitfalls of various approaches.	<ul style="list-style-type: none"> • Understand the history and current state of performance management in our complex "world of work." • Determine the business need for performance management innovation. • Discuss the pros and cons of performance ratings. • Apply information provided on goal setting, effective and continuous feedback and coaching for performance to your organization through tools, templates and peer discussion. 	Business Acumen Consultation