

General Motors



Kim Lupo, VP, Total Rewards and Employee Relations

Kim Lupo has dedicated her career to developing healthy rewards ecosystems that ensure associates have the financial, physical, and emotional well-being support they need to deliver their best every day. In her current role as the leader of Walmart's Global Total Rewards, Kim and her team are developing and delivering competitive and innovative benefits and pay programs that help accelerate the company's business and talent strategies.



General Motors' vision is to create a world with Zero Crashes, Zero Emissions and Zero Congestion, and we have committed ourselves to leading the way toward this future. Today, we are in the midst of a transportation revolution, and we have the ambition, the talent and the technology to realize the safer, better and more sustainable world we want. As an open, inclusive company, we're also creating an environment where everyone feels welcomed and valued for who they are. One team, where all ideas are considered and heard, where everyone can contribute to their fullest potential, with a culture based in respect, integrity, accountability and equality. Our team brings wide-ranging perspectives and experiences to solving the complex transportation challenges of today and tomorrow.

DEPARTMENT BREAKDOWN

WHAT ARE YOUR KEY DEPARTMENTAL OBJECTIVES OVER THE NEXT 6 TO 12 MONTHS?

Job and pay modernization (above facility) accelerating pay transparency and pay engagement expanding pay equity to include full workplace equity wellbeing index.

WHAT IS YOUR CURRENT TECHNOLOGY STACK?

Syndio - full stop. Most of our people experiences are delivered through our internally developed apps.

HOW MANY PEOPLE REPORT TO YOU (BOTH DIRECTLY AND INDIRECTLY)?

800

WHO DO YOU REPORT TO?

CHRO

WHAT IS YOUR TOTAL BUDGET OVER THE NEXT 12 MONTHS PERIOD?

\$150 to \$300 million

PROJECT INSIGHTS

PROJECT OR INITIATIVE DESCRIPTION

Now that we have rest our core job and pay architecture, we are on a journey towards radical pay transparency in service of systemic social change and internal pay engagement.

WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH?

Comms and change management experts that deliver personalized recommendations to a distributed/ frontline audience.

WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?

18 months.

WHAT IS YOUR BUDGET FOR THIS PROJECT?

\$3 to \$8 million

What technology/services are of strategic importance to you in the next 12 months?

Please indicate level of need/importance below.

We realize everyone has priorities, so we asked the delegates theirs. This is so that we can create a more personalized experience for all our attendees.

Global research on employee engagement, retention and the role of recognition.	A
Building high priority talent pipelines internally through skilling and career pathways.	C
Maximize retention and employee engagement through personalized benefits.	C
Clinical, emotional, and financial support for women's and family health.	B
Digital workforce experience, infused with A.I.	D
Redefining how employers support families through loss and legacy planning.	A
Sales incentive compensation design and administration.	C
On-demand pay and financial wellness.	A
Lower healthcare costs for you and your employees by driving care to the best doctors in the existing network.	D
Globally benchmark your hr practices alongside 2,400+ top employers.	E
Redefining how employers support families through loss and legacy planning.	A
Global workforce mental health.	B
Frontline employee engagement & retention.	C
How conversational A.I helps global organizations hire faster and reduce cost for every type of role.	D
Skills-powered organizations and the technologies that support them.	C
Employee purchase program and financial wellness solution.	C
Neurodiversity support for the workplace and home.	D