

# Cheryl A. Mikuls

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HayGroup®



## Overview

*Ms. Mikuls is Vice President and General Manager of the Kansas City office of Hay Group. She also serves as a Consultant and Reward Practice Leader for the Midwest Region. Cheryl serves as client relationship manager for several clients and manages major projects involving the design, development, and implementation of innovative reward programs. As the General Manager, Ms. Mikuls oversees all aspects involved in the sale and delivery of consulting engagements to ensure the achievement of total revenue and quality goals for the office.*

## Delivering results for clients

As a leader in the field of work measurement, Cheryl works with a wide variety of clients to understand the company needs, gather insight into the workings of various functions, and designing a hierarchy of jobs to appropriately reflect the values of the company. Ms. Mikuls has worked with clients in many industries and of various sizes to help them understand the value of internal hierarchies and the key to developing and managing compensation programs for internal equity as well as competitive positioning. This includes the development of compensation structures for all levels of positions and all elements of pay including base salary, incentives and long-term equity compensation.

Cheryl's expertise ranges from the development of base salary structures and compensation administration to the creation of incentive metrics and opportunity levels to drive the performance of employees towards the overall company objectives. With the development of a compensation program that aligns the company strategy and ensures equity and competitive framework, the people of a company become a stronger resource for ensuring successful operations.

## Areas of expertise

Cheryl is an expert in the area of job design; analysis and evaluation using Hay Group's proprietary methodology for job measurement as a strong technical process for understanding job value and explaining the development of an internal hierarchy to clients. Cheryl combines this expertise with a comprehensive knowledge of trends and best practices in compensation design from base salary structures to annual and long-term incentive programs to create compensation

programs for companies which motivate and drive performance of individuals towards overall company goals.

### **Cheryl's Education and Affiliations**

Ms. Mikuls holds a Master of Business Administration degree, with High Honors, from the University of Notre Dame. She has a Bachelor of Science in Business Administration with an emphasis in Finance, cum laude, from Creighton University.

### **Contact**

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