

Our Services

Founded in 2005, *eConsultingNetwork* is a strategic compensation management firm dedicated to helping clients **design, analyze, deliver, and manage** their compensation programs to meet corporate objectives.

eConsultingNetwork helps clients throughout the **entire compensation lifecycle**, including:

- Pay Philosophy Development
- Job Evaluation
- Market Pay Analysis
- Pay Structure Creation
- Pay Program Administration, and
- Implementation



eConsultingNetwork also offers:

- **JobBlox™** – EASY • Flexible • Customizable Web-based Job Documentation
- Custom Surveys – industry, geographic surveys
- Collaborative Resourcing – helping clients bring analyses and technology together



Deb Grigson, Founding Partner

Prior to establishing eConsultingNetwork, Deb worked as an Assistant Vice President in the Compensation Consulting Group of Aon Consulting, providing compensation and related technology consulting to a wide range of organizations. Deb has a great deal of experience in strategic compensation design and implementation, human resources, performance management design and delivery, market assessment, incentive redesign, human resource audits and process redesign, executive compensation studies, severance agreement analyses, and technology solution design and development.

Chad Pearce, Founding Partner

Prior to founding eConsultingNetwork, Chad spent nearly three decades as a Software Architect and IT Director at Aon Consulting, providing technology solutions to many clients in the areas of human resources, benefits, and compensation. Chad has developed and been the architect for employee and manager self-service human resources, compensation, and benefits applications for a variety of Fortune 500 clients. Most recently, he is the co-creator of JobBlox™, eConsultingNetwork's proprietary online job documentation management system.

JobBlox™

EASY ■ Flexible ■ Customizable ■ Web-based Job Documentation



JobBlox™ is eConsultingNetwork's online system for building and maintaining job documentation.

JobBlox™ provides our clients with the workflow process for managing their job

documentation. While the application is designed as a self-service tool, our firm provides full service support to our client users. Visit eConsultingNetwork.com for a demonstration.

JobBlox Benefits and Features

- Stores your job documentation in a relational database
- Provides a step-by-step wizard for creating and updating your job documentation
- Maintains all pending, approved and previous versions of your job documentation
- Puts all quantitative and descriptive information about your jobs in one place
- Routes job documentation for required review and approval
- Gives employees, hiring managers and recruiters access to up-to-date job descriptions
- Ensures that your company has access to the most current job documentation
- Serves as a solid foundation for market assessment, recruiting, performance management, merit pay and career development.

eConsultingNetwork and ORC Worldwide are partnering to offer **SIRS® Pathfinder**, ORC's Web-based job documentation tool, powered by JobBlox™, and built on the strong foundation of SIRS® benchmark and level descriptions.

The screenshot shows a web-based form for creating a job description. The title is 'Business Analyst'. The form includes fields for Job Title, Job Code, Job Family, Location, and Function. There are also dropdown menus for 'Business Area' and 'Department'. The form is part of a wizard, with a 'Next' button visible.

The screenshot shows a 'Job Description' document for a 'Business Analyst' role. The document is titled 'Demo Corporation Job Description Business Analyst 1'. It includes a 'Summary' section, 'Responsibilities' (e.g., 'Responsible for customer's gathering decision (20%)'), 'Requirements' (e.g., 'The position requires 3-5 years experience, business analyst position'), and 'Qualifications' (e.g., 'Qual: Strategic Planning/Action Qual: Strategic Thinking/Issue').

The screenshot shows a dashboard with a table of job descriptions. The table has columns for Job Title, Job Code, Job Family, and Job Status. The table contains several rows of data, including job titles like 'Business Analyst' and 'Business Analyst 1'.



Visit eConsultingNetwork.com for a JobBlox™ demonstration, today!
Or, call **484-883-0318** for a FREE Consultation.