

Company Name:
LeoStella

Location:
Seattle

Company Size:
1-50 employees

Industry:
Aerospace

People Ops Case Study

Out of This World: LeoStella Partnered with Reverb to Launch Compensation and HR Initiatives



LeoStella manufactures satellites for aerospace defense and intelligence. They reached out to Reverb with the goal of finding support for their internal HR Business Partner on large compensation and HR projects. Reverb answered by integrating with the team to provide project-based support.



CHALLENGE:

LeoStella heard about Reverb through their parent company, Spaceflight Industries. LeoStella was in need of compensation expertise to ensure they remained competitive in the market to retain and attract talent as well as show their career growth opportunities. LeoStella reached out to Reverb for their expertise.

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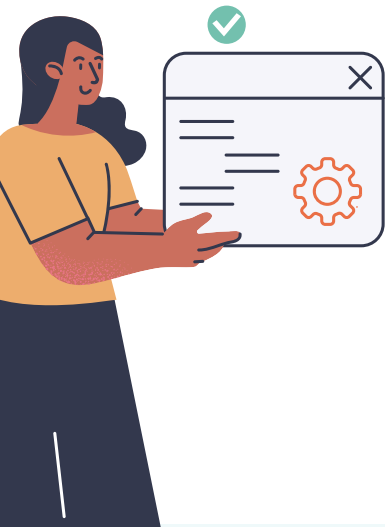
SOLUTION:

LeoStella engaged Reverb for compensation project partnership. The expertise of the Reverb team and easy integration with the LeoStella people team shone through.

A Reverb compensation consultant worked closely with LeoStella's HR Business Partner to master Payscale. After reviewing Payscale's many capabilities, they tested various scenarios regarding job pricing and compensation strategy. From this, they were able to create a compensation philosophy explaining the "why" behind pay and a giving them a framework for consistency.

Building from the compensation philosophy Reverb's compensation consultant delivered an in-depth market analysis, a comprehensive job title and description review, and create career development tracks for the entire workforce.

This work provided leaders the tools to talk to employees about their roles and pay and start discussions about career growth opportunities. This was key to their goal of retaining and attracting talent on their team.



RESULT:

Reverb and LeoStella entered into a seamless partnership. Because LeoStella was able to find the expertise they needed, their employees can now get the coaching they need to meet their career goals. The consultant also worked with their new technical recruiter with posting and market data research. As LeoStella rockets past the milestone of 50 employees, Reverb is proactively looking forward to helping the team continue to remain competitive and attract and retain talent.

“ Being able to get support from professionals allows for our employees to get the coaching they need to meet their career goals. I've loved working with Reverb; Both LeoStella, as well as my past companies, have used Reverb and it has always been a positive experience! ”

– Dionna Anstedt | HR Business Partner, LeoStella LLC