



KIM LUPO, SVP, GLOBAL TOTAL REWARDS, PEOPLE ANALYTICS, & HRBP GLOBAL PEOPLE

Kim Lupo. SVP, Global Total Rewards Walmart, Inc. CCP, CBP. Kim leads Global Total Rewards where she's responsible for associate benefits, compensation (frontline to executive), and global well-being.



Sixty years ago, Sam Walton started a single mom-and-pop shop and transformed it into the world's biggest retailer. Since those founding days, one thing has remained consistent: our commitment to helping our customers save money so they can live better. Today, we're reinventing the shopping experience and our associates are at the heart of it. When you join our Walmart family of brands (Sam's Club, Bonobos, Moosejaw and many more!), you'll play a crucial role in shaping the future of retail, improving millions of lives around the world.

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

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

\$150 to \$300 million

NUMBER OF EMPLOYEES?

2 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 NON-BUDGETARY CHALLENGES DO YOU ANTICIPATE?

Change management lift; Manager readiness

WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH?

Comms and change management experts - also those who have cracked the code on how to deliver personalized recommendations to a distributed/Frontline Audience

WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?

Agile - quarterly over the next 2 years

WHAT IS YOUR BUDGET FOR THIS PROJECT?

\$50 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.

Redefining Human Capital Through the Power of AI	B
Convergence of Employee Rewards & Employee Compensation	A
Empower Employees with Whole Person Self-directed Micro-Learning	D
Human Capital Management	D
Improving Hiring and Retention Strategy with Pay Access	C
Personalized Learning and Skilling to Enhance Engagement & Retention	C
Automating Employee Self Help with a Virtual Assistant	D
Integrating IT Support into Your Collaboration Tools (Slack and Teams)	E
Driving Employee Health and Community Among a Remote/Hybrid Workforce	A
Employee Well-Being and Engagement Solution	A
High Volume Recruitment	D
Building the Workforce of the Future	C
Focusing on Continuous Talent Transformation to Improve Business Results and HR Tech Value	D
Workforce Planning and Strategy	D
The Future of HR Service Delivery - Redefining the Employee Experience	C
Workforce Mental Health	A
Uncover How Your Employees Feel About Their Work and Company Culture	B
Use Feedback to Drive Higher Retention, Job Satisfaction, and Productivity	D
Create a Diverse, Equitable, and Inclusive Workplace With Employee Insights	C
Soft Skills Assessment Platform	E
Finding and Retaining Diverse and Hard-To-Find Talent	D
Workforce Architecture: Talent Mobility & Reskilling	D
Hire Anyone, Anywhere in the World Simply and Compliantly	D