



“My Passion is...

to see people rewarded for outstanding results. The best compensation plans are those that align and reward the efforts of the individual to the strategic and operating objectives of the company, creating win-win situations.”



Alan Cyphers
Senior Consultant

Alan Cyphers heads the compensation practice at Bright Tree Consulting Group. He has over 16 years of business experience, with expertise in compensation, HRIS, sales compensation, executive compensation, change management, process improvement and benefits. He is expert at all elements of compensation, including variable pay programs.

Alan has experience across multiple industries, including building materials, consumer products, food and beverage and banking. He is experienced in several HRIS platforms (i.e. SAP, Peoplesoft, MSA, etc). Alan is a Six Sigma blackbelt and has participated in process improvement worldwide. He has extensive experience in sales incentive design and has led several incentive redesign initiatives.

Alan received his BS in Human Resources from Messiah College and a Master's degree in Leadership from LBC in Lancaster, PA. Alan is a Certified Compensation Professional (CCP) from the “World at Work” organization and he teaches college courses in Human Resources. Alan has been married to his wife, Kathy, since 1992. They have three children: Joshua, Zachary and Timothy. Personally, Alan enjoys taking walks with his wife, playing racquetball, jogging, going to the movies with his kids, and he is also an avid NFL football fan. He lives in Lewisberry, Pennsylvania with his family.