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Coming
Soon

Linking Executive Compensation to

Start Date: 3/21/2018 7:30 AM

End Date: 3/21/2018 10:00 AM

Linking Executive Compensation to Business Strategies Wednesday, March 21st 7:30 - 8:00:
Registration & Networking 8:00 - 10:00: Program Presented by Michael Graham, Consultant, Grahall Partners LLC Sponsored by Bill Byrnes, Grahall Partners LLC Location: Landsman Development Corporation, 3 Townline Circle, Rochester NY 14623 This program has been pre-approved for 1.5 Professional Development Credits (PDCs) by the Society of Human Resource Management and 1.5 HR (General) recertification credits by the HR Certification Institute. This seminar on Executive Compensation covers, in varying degrees, many of these topics: Total rewards strategy, architecture, and compensation program design Base salary administration Design of short, mid-term, long-term, and career incentive plans The selection and calibration of performance measures Market competitive analysis Labor market compensation maps Design and negotiation of employment contracts, severance agreements, and change-in-control arrangements Benefits, perquisites, and non-qualified programs Stock ownership guidelines “Tally sheets” and wealth creation analysis “Walk away” analysis Planning for the development and implementation of the executive total rewards strategy Legal compliance and plan documentation and disclosure requirements For today’s Human Resources professionals, this seminar is relevant in many ways, the key ones include: The role of executive leadership has experienced significant change, and will continue to do so in the future. This seminar helps to drive home that reality and provides a ‘road map’ to effectively deal with that change. Executive compensation has changed to include many more components than simply base and annual bonus. This seminar discusses the extensive components necessary to design, implement and administer an effective executive compensation program. Every executive compensation program ever implemented produced an outcome, though not necessarily the desired outcomes. This seminar covers the importance of designing a ‘surgical’ program, specific to disciplines, departments, divisions, etc., while is directly linked to the corporate mission, the strategic plan and the annual business plan to achieve the desired outcomes. By the end of this session, participants will: Understand the importance of developing executive compensation programs that are ‘surgical’ in nature vs. a ‘cookie-cutter’ approach. Learn the key concepts and overarching process of creating executive compensation programs linked to Total Rewards for executives, not just simply dollars. Be able to appreciate the linkage between executive compensation programs, annual & strategic business plans and organizational missions. Emphasize and reinforce how Human Resources directly and positively contributes to organizational mission, goals and ultimate success PRICING: GVC SHRM Member: \$30 Non Members: \$40 Students/Members in Transition: \$15 About our Speaker: