



In light of ever more demanding oversight and reporting requirements, many companies are addressing pay governance by establishing group level executive remuneration functions. Well defined global policies, a clear framework for the delegation of authority and suitable controls are key to mitigate remuneration risks in complex and uncertain business environments.

Remuneration Governance Workshop

This new workshop helps participants understand material remuneration risks and equips participants with appropriate tools and processes to address these in a systematic way. Starting from externally expected governance 'best practices' we will review the practical challenges and how the different stakeholder perspectives can be aligned. We will show how governance frameworks can be scaled to suit different organization sizes and structures. Also, participants will learn about common pitfalls and how to overcome potential implementation challenges.

- **Program outline:** *(tailoring possible)*
 - › In this **two day workshop** we will discuss current remuneration governance best practices, consider different viewpoints, look at the role of remuneration disclosure and jointly develop a template based governance structure.
 - › Furthermore, we will highlight friction points, identify mitigation measures and look at possible forms of escalation. Participants will gain first hand experience through a set of relevant case studies.
- **Audience:** *(optimal group size: 5 to 8 participants)*
 - › **Key personnel** involved in defining the governance for material remuneration aspects or executive remuneration matters, e.g., Executive Directors, CHROs, Head of C&B, Head of Executive Compensation.

- **Logistics & Cost:**

- › Hosted on client premises, or appropriate other site
- › Cost depends on agreed workshop scope and tailoring needs



Please contact us to discuss your need and request a quote:
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