



Strategic Human Resources Briefing

Executive Compensation 2009

Brought to you by **Gatti & Associates**

Date: October 16, 2008
Location: The Radisson Hotel, Chelmsford
Time: 7:30 AM – 10:30 AM
Invitees: Heads of human resources and/or compensation and line executives

Executive compensation plans are undergoing fundamental changes. Organizations are responding to new regulatory and disclosure requirements; economic challenges and global competition are reshaping the business model of many firms; the pressure to attract and retain critical talent has now become a “C-Suite” issue. An increasing number of companies are shifting the focus from pay for service to pay for performance, and from following the market to creating the competitive advantages that differentiate them in the market. But how is this really done?

This information-enriched program will focus on understanding the key trends in executive compensation and providing guidance on developing one’s priorities for 2009. We will review the primary trends reshaping executive total compensation. Then, we will examine several specific actions companies are implementing. We will address:

1. How companies develop their **total rewards philosophy** and translate it into concrete actions that integrate core compensation and reward programs.
2. How companies determine which **equity vehicles** or long-term incentive plans to use and how to link them to **performance measures and retention strategies**.
3. How companies create the right balance for **annual executive bonus plans** between individual accountability and corporate performance, and then connect them to other variable pay plans – **like sales compensation plans** - to achieve success.

In addition to showing market practices data, we will illustrate design tools that can easily be employed to address your issues. Actual case studies will provide colorful examples of what works, what doesn’t, and why. This session will show *what is common sense but not common practice*. Following the presentation, we will facilitate a discussion on practical applications.

The Presenter:

Tom Wilson

President

Tom is the President of Wilson Group, Concord, MA (www.WilsonGroup.com). He is an international authority in the field of executive, sales and total compensation systems. He is a frequent speaker at national and international conferences on trends, best practices and building high performance organizations. He has written over 30 chapters and articles for leading publications, has been quoted in Fortune, The Wall Street Journal, Mass Hi-Tech, The Boston Globe, the Financial Times and is the author of four books including the highly successful: *Innovative Reward Systems for the Changing Workplace* (McGraw Hill, second edition, 2003) and *Rewards That Drive High Performance: Success Stories From Leading Organizations*. Prior to forming the Wilson Group in 1994, he was the Vice President and National Director of Reward Systems for Aubrey Daniels & Associates and the Vice President (Partner) and Managing Director of the New England Region for Hay Group. Tom is Certified Compensation Professional (CCP) through WorldatWork, and is on their faculty for executive and equity compensation programs.

Please join us as our **guest** on the 16th.

For directions and registration information please contact:

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Light refreshments and time to network with your peers will be available.
We look forward to seeing you there!