

Transparency Proxy Advisors **Compliance** Perks Deferral  
 Governance LTI Performance Measures Fairness **Say-on-Pay**  
**BoD** Risk Takers Pay Multiples **Media** Minimum Shareholding  
 Shareholders Policy Simplicity STI **Remuneration Risk**  
 Discretion **Investors** Restrictive Covenant **AGM** Annual Report  
**RemCo** Pay Mix Stakeholders **CEO** Appropriateness

*“To be a real helpful partner to board and executive committee members, HR directors must have a solid understanding of remuneration concepts and how to govern pay in a way that supports the business and is sustainable.” (CEO, Fortune 100 company)*

## Executive Remuneration clinic

The *Executive Remuneration Clinic* prepares senior HR and Reward professionals to interact with top executives on executive remuneration matters and manage the most complex situations comfortably and with confidence. This innovative new program includes *competence development sessions, group exercises / assignments* and *real life case studies*. It has been designed to support participants in broadening and deepening their knowledge while exposing them in a safe ‘peer’ environment to situations or questions they may face in Board or Executive Committee meetings.

This unique leadership program has been developed based on the experience of global subject matter experts and Board Committee advisers. Its design allows participants to test their knowledge, increase their competence and self-assurance when discussing and considering the most challenging executive remuneration situations. This highly interactive workshop is available as:

- 1) **A 1.5 to 2 day customized in-house development program**, which beyond ‘top HR talent’ may include senior professionals from related functions (e.g., Audit, Compliance, Legal, Tax) as desired by the sponsoring company. It can be tailored to a sponsor’s primary interests, known or perceived critical gap areas and also include certain team building activities.
- 2) **A 2 day open enrollment course** for global HR business partners, HR directors and VPs of related functions from public and private companies, held in an attractive European location.



The format of both programs will expose participants to relevant issues from different types of businesses and sectors, thus, expanding their horizons, supporting their learning and deeper understanding. Each program is facilitated by highly experienced experts/coaches.

*To find out more about our competence development programs or to discuss any of the above workshop options, please email us for more information: [info@hrvaluecurve.com](mailto:info@hrvaluecurve.com)*

