Pearl Meyer

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More Than Simply Moving the Incentive Goal Posts: Make Sure the Relationship Between Rigor and Opportunity is Right



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When the environment and/or your objectives change, the incentive plans need to evolve as well. Key to any effective update is knowing what (and how) you will measure, ensuring the proper range of payout opportunities and setting the right level of rigor for each of your plan's goals.

In this presentation for Bank Director's Bank Compensation and Talent Conference, we offer the Xs and Os of incentive plan goal calibration, and how to ensure your executive compensation design is a winner.

About the Authors

Greg is a part of the banking practice and brings 20+ years advising public and private companies on executive and director compensation, with deep focus on community and regional banks.

Dan brings 30+ years in compensation and benefits, advising on executive/director and broad-based pay, incentive design, CIC/contracts, and transaction support.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.