

WEBCAST | OCT 2021

Goal-Setting: The Fundamentals Haven't Changed, But Judgment Matters



Matt Turner

PRESIDENT, EXECUTIVE
COMPENSATION
CONSULTING



Veronica Glowacki

VICE PRESIDENT

Setting performance goals for incentive compensation is always a challenge and never more so in the COVID economy, with workforce and supply chain disruptions, as well as the broadening definitions of performance that increasingly include environmental, social, and governance issues.

It is still important to understand the “orthodox” inputs to financial goal-setting (long-range plans, the cost of capital, historical and expected performance, peer performance, etc.). But they are no longer enough.

Our new business environment requires at least some qualitative evaluation and the exercise of judgment. It also prompts us to ensure plan design does not exacerbate goal-setting difficulties. In this webcast with Pearl Meyer and the NACD, we discuss how to balance an ever-evolving goal-setting and performance assessment landscape and do so while remaining firmly rooted in the fundamentals of good business management.

About the Authors

Matt leads the firm’s executive and broad-based compensation practices, advising boards on pay strategy, incentives, and shareholder-focused performance objectives, including

support through ownership changes and business transformations.

Veronica provides compensation and company performance data analysis and recommendations to boards and management teams.

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.