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## Is Your Board's Compensation Risk Assessment Doing Enough?



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The most recent NACD Governance Outlook notes that outside of overseeing strategy development and execution, the most important area for board improvement, as reported by directors, is the oversight of risk management.

While managing risk takes many forms, the compensation committee's annual compensation risk assessment exercise can provide a framework for deeper board conversations about potential risks in corporate goals, governance, and leadership plans and practices.

In this webinar with Pearl Meyer and the NACD, we share details on conducting a more in-depth compensation risk assessment than is typical—including succession planning and executive talent management and development—and how such details work together to provide insight to pockets of risk that may not have been apparent.

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### About the Authors

Stephen Huber, principal at Pearl Meyer, joined the firm in 2012. He provides compensation advisory services to public and privately-held companies, specializing in compensation market benchmarking, proxy analysis, incentive plan design, peer group development, performance goal calibration, and pay-for-performance alignment. He has worked with clients in a variety of industries, including industrials, energy, construction, chemicals, technology, consumer goods, and pharmaceuticals. He also advises clients on communications strategy and proxy disclosure.

Lisa Shall is a managing director at Pearl Meyer. She has deep expertise in leadership assessment and coaching, organizational design, CEO and executive succession, executive team development, change management, and talent management processes. She has experience transforming talent and implementing organizational effectiveness initiatives across a wide range of companies and industries. Her clients have included both public and privately held companies in the retail, financial services, healthcare, nonprofit, and consumer products sectors.

### About Pearl Meyer

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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.