

Planning for a Transaction: Compensation and Leadership Considerations



Adam Kahle

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When preparing for a transaction, compensation committee members need a clear roadmap for performing human capital due diligence; ensuring the best leadership team coming out of a transaction; and ensuring the compensation program maps to the organization's goals before, during, and after the deal.

Whether your company is embarking on a merger, acquisition, or preparing for an IPO, this webcast offers actionable guidance for transitioning compensation programs over time and ensuring leadership alignment and organizational readiness.

Our panel is:

- Adam Kahle, Principal, Pearl Meyer
- Carrie Jablonski, Managing Director and Head of Leadership Advisory at Blake Street Group (a Pearl Meyer consulting practice)
- Roy Dunbar, board member at McKesson Corporation, Duke Energy Corporation, Johnson Controls, and SiteOne Landscape Supply, LLC.

They cover the following topics and more:

- Considerations for pre- and post-transaction executive compensation programs in the context of IPOs and M&As;
- New transaction and retention bonus survey data from companies that have undergone a recent deal; and
- Where to focus on human capital due diligence; organizational readiness; and leadership development and alignment.

About the Author

Adam Kahle is a principal at Pearl Meyer. He has more than 20 years of experience in both corporate compensation and consulting. His consulting experience covers a range of industries, including business services, consumer products, education, energy, financial services, healthcare, industrial manufacturing, life sciences, media and telecommunications, retail, transportation, and technology. Additionally, Adam is a privately-held company executive compensation expert with experience in pre-IPO planning and long-term incentive plan design.

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.