Pearl Meyer

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Quick Poll: Annual Incentive Plan Communication Amid Uncertainty



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Boards and executive teams invest significant effort designing short-term incentive (STI) plans to drive focus, reward success, and ensure performance-aligned outcomes. But are those plans being communicated in ways that influence employee behavior and deliver return on investment?

Pearl Meyer conducted a quick poll to assess how companies are approaching STI communication in a time of business uncertainty. The goal: understand what information is shared with plan participants, how effectively it's delivered, and what, if any, governance concerns may be holding companies back.

The bottom line is that with clearer, more consistent communication, companies can work to enhance the impact of their STI plans, improving alignment, focus, and employee engagement without increasing risk.

About the Author

Sharon brings 25+ years guiding executive and broad-based pay communications and disclosure, helping boards and management manage change and respond to investor and proxy advisor scrutiny.

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.