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## Executive Succession and CEO Turnover



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### About the Authors

Dr. Susan Sandlund is a managing director at Pearl Meyer and leads the firm's leadership consulting practice. For more than 30 years, Susan has worked with boards, CEOs, and multiple levels of management on planned organizational changes at public and private companies and not-for-profit entities across numerous industries. As an organization psychologist, her work includes initiating and leading large-scale change to drive new business strategies, culture change, clarifying governance and decision-making, board and executive team effectiveness and coaching, organization design, executive assessment and development, and CEO succession planning processes.

Aalap Shah is a managing director at Pearl Meyer. With more than 20 years of experience, Aalap advises public and privately held companies on executive compensation issues, with focus on pay governance, pay-for-performance alignment, and incentive plan design. Of particular interest is the intersection between business strategy, people strategy, and compensation strategy, believing alignment of all three is required to design effective programs.

Mark Rosen is a managing director and consulting team leader at Pearl Meyer. In his management role, he oversees a team of senior compensation consultants in the execution of the firm's growth strategy and in the development of consultants at various stages in their careers. Mark has consulted on executive and board compensation issues for more than 20 years for a broad range of public companies, as well as tax-exempt organizations and academic institutions. He has extensive experience with benchmarking, retirement plan design, governance issues, and tax and accounting considerations.

### 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.