



INSTITUTE FOR COMPENSATION STUDIES

Executive, Key Talent and Superstar Pay for Performance

ICS401

\$1950.00

Monday, June 8, 2015 - 9:00am to Tuesday, June 9, 2015 - 5:00pm

16 East 34th Street, 6th Floor

New York, NY 10016

*** Nonprofit and public sector employees are eligible for a 15% discount on tuition for this course.*

*** If you need an alternative to registering online or are a member of the ILR Alumni Association, [please click here for information on registration procedures.](#)*

Faculty

Kevin F. Hallock

Linda Barrington

Stephanie R. Thomas

Melanie Tu

- [Learn more about this class and its faculty](#)

Executive compensation and superstar pay have become increasing controversial in recent years. Truly understanding the basics of compensating executives, key talent and superstars is key to thinking and re-thinking how to align performance, strategy and pay for “must-retain” employees and organizational leaders.

This two-day course will outline the contextual framework for evaluating performance-based compensation of executives, key talent and superstars. Multiple, real-world scenarios illustrate how to achieve business objectives and strategic ambitions. Emphasis is placed on thoroughly-considered action plans, rather than “one size fits all” solutions.

While this course can be taken on a stand-alone basis, the Institute for Compensation Studies (ICS) [Advanced Certificate in Performance Pay, Metrics and Practice Alignment](#) is given to recognize completion of the four courses in the certificate curriculum.

Who Should Attend?

This course is designed for compensation practitioners, analysts, managers and experienced HR professionals and business partners who want to improve their capabilities and insight across a broad spectrum of pay-for-performance considerations.

Class size is limited to facilitate interaction with faculty, stimulate peer-professional exchange, and create a participatory learning experience.



What is the Course Curriculum?

Designed in collaboration with senior faculty at Cornell University's ILR School, this course offers the perfect blend of academic study and practical application. The course content includes case studies to illustrate key concepts, and is underpinned by an evidence-based, social science approach.

Topics addressed in this course include:

- Effectively aligning organizational ownership and managerial control through performance-based pay
- Examining the relationship between risk and executive compensation
- Evaluating the pay mix of executives, superstars and key talent according to employee preferences and organizational needs
- Understanding the information being communicated by shareholders to the organization via "Say on Pay" votes
- Recognizing the differences between the "superstar" labor markets and the "non-superstar" labor markets
- Understanding and appreciating the importance of the Compensation Discussion and Analysis (CD&A) disclosure
- The challenge of attracting and retaining top talent while maintaining the compensation budget

Note: The information presented in this seminar is for educational purposes and should not be interpreted as legal advice.

How will my organization and I benefit?

Participants will leave the course with an improved capacity to analyze and evaluate the efficacy of performance-based pay systems with respect to executives, key talent and superstars. Organizations can benefit through improved allocation of financial and human capital resources and a richer understanding of the effects of pay for performance on the success of their operations.