

Executive Compensation Driving Performance

Bert Jones

Context: With the Recent and Current events we will be focusing on the criticism of Executive Compensation Packages.

Why this is important?

Executive Decisions are driven by among other things, Compensation Incentives, and this affects each person because Pension Portfolios are invested in Stocks and Bonds. Understanding how these Incentives can create or destroy value is important to all persons.

Changes made to account for Stock Options in the P&L, the reactions of various companies, the current scrutiny of Executive Compensation driven by the financial and economic crises, and the types of restrictions and disclosures being discussed will be explored.

We will examine existing Executive Compensation Incentives using the PwC Regional Executive Compensation Survey, the problems with current schemes, and the requirements of Executive Compensation Incentive Programmes to really support Executive Decision Making to create the greatest value.

BIO: Bert Jones

Bert Jones is a Director with PricewaterhouseCoopers Management Consultants Limited. He has a MBA degree from IMD in Lausanne, Switzerland and post graduate training in Finance and Strategy from Wharton School of Business.

He has over 30 years industrial and consulting experience with specialisations in the areas of Performance Management, Human Resource Management, Shareholder Value Management, Competitive Cost Management, Cost Management, and Cost Reduction strategies.

Bert combines strong financial skills with his human resource consulting expertise to bring robust and comprehensive solutions to his clients. He has consulted in the areas of Executive Compensation and Benefit Administration, Public Service Reform Initiatives, General Management, Productivity, and Job Evaluation/Classification for international, regional and local enterprises.

He has spearheaded several international teams in human resource management projects and has led the Human Resource Effectiveness Services in PwC for over ten years. He has conducted several major HR engagements such as:

- Implementation of a Global Compensation Policy for a major energy organisation
- Provided Compensation Advice to leading local and multinational companies in Trinidad and Tobago
- Compensation Survey for the Public Sector
- All Industry Compensation Survey
- HR Audit for Major Regional Organizations
- Project directed the Human Resource Consultancy for International Funding Agencies.

Bert also teaches Compensation Management for the Master of Human Resource Management programme at the Arthur Lok Jack Graduate School of Business, University of the West Indies in Trinidad & Tobago.