

Partner Remuneration Committee Induction

This course empowers senior leaders to become highly effective Partner Remuneration Committee members.

We show how partner reward systems operate in practice, explain compensation committee fundamentals and illustrate the principles of data analysis for bias-free partner reward decisions.

Our step-by-step approach provides practical ways to raise decision quality while increasing efficiency – translating into less time spent in partner compensation committee meetings.



01

Who is this Course for?

We have designed this course specifically for:

- RemCom committee members
- Managing partners/CEOs
- Senior partners/ Chairs
- Chief People Officers
- Non-Executive Director
- Chief Financial Officers

Anyone with an interest in partner compensation in professional services firms.

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02 Course Structure

This course comprises ten modules:

1. You're a RemCom member - now what?

- Introduction to the course
- Key concepts, challenges, and opportunities explored.

2. 7 Fundamental partner reward archetypes

- Fundamentals of partner reward systems and how they work
- Decision-tree: establish what type of reward archetype your firm operates

3. The Partner Reward Trilogy™

- Understanding how your firm's reward archetype, partner results and compensation decision-making fit together
- The strategic, partnership and organizational context to how your partner compensation system operates

4. The role of RemCom and its members

- Your 5 primary responsibilities as a partner compensation committee member
- Understanding how RemCom members, the Chair and the firm's management must interact to reach sound partner compensation decisions

5. Anatomy of a partner reward round

- Introducing a repeatable process for every reward round
- Main phases of interactions among RemCom members to reach partner reward outcomes

6. Partner data: preparation and analysis

- How to prepare partner data
- How to analyze financial and other quantitative data
- Making sense of qualitative, text-based data

7. Mitigating biases in reward decisions

- Recognizing and addressing the most common cognitive biases in partner reward decisions
- Creating an unbiased environment for decision-making

8. Six steps to reach fair partner allocations

- Our repeatable, six-step approach any RemCom member can follow
- How to take into account qualitative factors, internal relativities and external factors in reward allocations

9. Transparency and communication

- Beyond "open" or "closed": the different levels of transparency in partner compensation
- Best practices when communicating profit shares to the partnership and to individuals

10. Seven current trends in partner compensation

- Looking ahead: emerging trends in partner compensation that all RemCom members want to think about to ensure their partner profit-sharing system remains competitive

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About Michael Roch

The globally recognized expert on partnerships, alliances and ecosystems and lead author of *The Partner Remuneration Handbook*.

25+

Years

40+

Countries
worldwide

100+

Client
engagements

20+

Market
leaders

“Partnerships of all shapes and sizes have been my passion throughout my entire professional career. Beyond taking clients by the hand as an advisor, I’ve been in the “hot seat” of partner compensation as Managing Partner of an international consulting firm and as Co-CEO Europe for a global platform-based ecosystem. I love helping clients architect strong and cohesive partnerships.”



Let's Connect

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Register Now!

Nurturing strong and cohesive partnerships is central to any successful business model and key to any talent proposition.

We have architected strong partnerships across their entire life-cycle for more than 25 years – and have been in the hot seat of leading them.

Our promise to you: laser-sharp guidance on partnerships, alliances and ecosystems so you can achieve your ambitions.