

# EXECUTIVE COMPENSATION AND GOVERNANCE: HOT TOPICS

CHRO ACADEMY  
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# POTENTIAL TOPICS FOR DISCUSSION

1. Developing a sound relationship with the compensation committee chair, committee members and generally the CHRO's role in working with the Board.
2. Structuring executive compensation in a time of company performance or strategy changes (e.g., Board/ Shareholder / Investor/Proxy Advisory Firm challenges as company growth slows/accelerates and margins compress/expand).
3. How to set executive compensation in a period of economic uncertainty.
4. How to set Named Executive Officer compensation.
5. Diversity (including ESG reporting) and the pros/cons of linking ESG metrics to executive compensation.
6. Innovative approaches to executive compensation.
7. Working with a new compensation Committee Chair.

**What would you like to discuss?**