



Executive, CEO and Board Remuneration Training in Continental Europe

In the ever-evolving landscapes of Corporate Governance, and Business leadership and performance, Executive Remuneration takes center stage. Our specialized training, led by industry experts, equips professionals with the skills to navigate this complex field effectively.

Key Benefits of this Course:

- ✓ **Expert-Led:** Learn from seasoned practitioners for real-world insights.
- ✓ **Practical Approach:** Gain skills to better design, implement, administer and evaluate global Executive Remuneration programs for your company's advantage.
- ✓ **Global Insights:** Blend a Continental Europe and multinational perspective for broad applicability.
- ✓ **Strategic Impact:** Align remuneration with company goals for short- and long-term value.
- ✓ **Talent Retention:** Discover strategies to attract, retain and engage top-tier Executive talent.

Elevate your expertise swiftly. Enroll now to shape the future of Executive Remuneration.



Format:
Live Online



Duration:
20 effective hours



Schedule:
5 afternoons, 13:00-17:30 CET/CEST



Requirements:
At least 5 years of experience in Reward, Sr. HR, Finance, Tax, Legal or Actuarial fields



Takeaways:
Practical know-how, Course material, networking, attendance diploma



Price:
CHF 3,595 (+ VAT)

Course Syllabus

DAY 1

- Introduction to Executive Remuneration
- Overall Regulatory Environments
- Corporate Governance, Investors, Boards and Committees
- Performance Measures, Company Valuations and Financials - I

DAY 2

- Performance Measures, Company Valuations and Financials - II
- Executive, CEO and Board Remuneration Strategy, Policy and Pay Mix
- Executive Role Levelling, Market and Peers, Fixed Compensation
- Executive Short-Term Variable Pay for Executives - Considerations, Design, Metrics, Scales
- Long Term Compensation and Stock-based Pay - Types, Definitions, Cash vs. Equity

DAY 3

- Long Term Compensation and Stock-based Pay - Time Structure, Metrics, Scales, Coverage, Operations
- Pensions and Executive Benefits - Types, Design, Vehicles and Conditions, Funding
- Contract Types and Clauses - Overall Contract Types; Non-Compete, Malus / Claw-back and Other Clauses

DAY 4

- Contract Types and Clauses - Notice Periods, 'Parachutes' and Terminations
- Non-Executive Director Compensation
- Accounting and Remuneration Program Valuation
- Personal and Corporate Taxation - I

DAY 5

- Personal and Corporate Taxation - II
- Securities and Company Law, Annual Reports and Disclosures
- Program T&C and Documentation
- Stakeholder Management and Administration of the Programs



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