

Five Things to Remember When Negotiating Executive Compensation



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For many years, I have assisted clients in the negotiation of executive compensation. I have obtained, analyzed and presented compelling arguments based on comparative compensation data. I have worked with Compensation Committees and compensation consultants.

Over the years, I have shared the following with my clients:

1. Compensation negotiations are competitive sport, and you are a competitor. Embrace that.
2. Keep the focus on the business case, and away from what you “need” or what is “fair” to you or others.
3. The Business Case: What is best for the company and what is best for you are aligned. Appropriate compensation sends a message of Board / company confidence, and allows you to lead with authority.
4. Identify and listen to supporters, and not to people who have something to gain from holding you back or putting you down.
5. Be a good sport. Do not humiliate anyone or let yourself be humiliated. For this to work long-term, everyone has to leave the field feeling good about the game.

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