

Overcoming incentives mythology that cripples organizational performance.

Incentive systems drive behavior, so their design is critically important. However, mythology around incentives have causes counter-productive approaches to executive compensation and governance that weaken if not cripple the performance of our organizations. This body of work returns to first principles to fundamentally redesign executive compensation and governance.

Roger Martin is Dean of Rotman School of Management at the University of Toronto and a senior advisor to CEO's of leading global firms. He is devoted to transforming business education and the practice of management through Design and Integrative Thinking.

Roger is retained by leading corporations and non-profits for:

- Speaking Engagements
- Workshops
- Advisory

On the following devotions:

- Integrative Thinking™
- Design Thinking
- Strategic Choice Architecture
- Incentives, Executive Compensation & Governance
- Jurisdictional Competitiveness and Prosperity
- Social Innovation

For books, articles, columns, blogs, videos and podcasts on these subjects, please visit

www.rogerlmartin.com

WHAT IT DOES:

Helps boards of directors and executives design incentive systems that are more likely to produce the outcomes that they would want, rather than dislike.

WHO IS IT FOR?:

Investors who are frustrated with board governance, boards of directors who are frustrated that their compensation systems for executives don't produce actions that they seek, and executives who are frustrated with the design of incentive compensation in their organizations.

OFFERINGS:

Speaking Engagements: Presentation and follow up discussion on the fundamental problems in current practices of incentive design, executive compensation and board governance along with radical but practical solutions for these challenges. Lively, provocative presentation and discussion.

Workshops: One-day workshop on the redesign of incentive systems and/or board governance. Analysis of current structures, identification of problem areas, brainstorming of options and refining of potential solutions.

Advisory: Advisory work investors, regulators, boards or executives on the redesign of incentives, compensation or governance.

RESULTS:

Better incentive structures and governance procedures for better performance.

COST:

Please call 212.706.0812 for costs of various offerings.

REPRESENTATIVE CLIENTS:

Procter & Gamble, Institute for Corporate Directors, Canadian Coalition for Good Governance, Ditchley Conference