



Remaining competitive in a challenging and dynamic health care environment requires an effective compensation strategy to attract, retain, and motivate top executive talent.

SullivanCotter can help your organization design a comprehensive executive compensation program that supports both your current and future leadership team by:



Revisiting the compensation philosophy

- Assessing targeted competitive positioning to ensure there is **sufficient flexibility** for recruitment/retention
- Evaluating the desired **role of incentives and benefits** in the compensation model
- Determining if **special retention devices** should be available



Assessing and addressing talent and succession risks

- Assessing **retention risk** of high-performers/high-potentials
- Assessing the **strength** of the leadership bench and evaluating the readiness of key successors
- Ensuring strategies will facilitate well-planned **executive transitions**
- Determining **potential interventions** for rewards/retention
- Evaluating the implications for **organization design**



Evaluating the effectiveness of incentives and benefits

- Ensuring that incentives and benefits **reflect key priorities**
- Assessing **incentive goals** to ensure appropriate calibration
- Determining if more **business unit differentiation** is appropriate
- Determining if a **long-term incentive program** should be considered

Preparing Executive Compensation Programs for a Dynamic Environment

- **Review your compensation philosophy** to ensure it provides flexibility to reward high-performing and mission-critical roles.
- **Understand your current and future talent needs.** Consider how your compensation program may need to evolve based on succession planning and organizational design initiatives.
- **Evaluate the effectiveness of your incentive plans.** Consider how your incentive plans can be used to drive three aims:



Alignment



Clarity on
organizational
strategy



Accountability

Learn More:

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