



AREAS OF EXERTISE

Board remuneration	Governance, Remuneration Committee, Audit Committee, Annual report, Shareholders meeting, Risk reduction and management.
Executive compensation	Stakeholder management, Governance, Compliance, Individual Ts&Cs, competitive individual job offers.
Mergers & Acquisitions	Due diligence, negotiations, side-by-side analysis, harmonization, integration.
Policies & Practices	C&B policies and practices: design, development, implementation, buy-in with senior management.
Capability building / Knowledge transfer	For internal customers like HRBPs and business managers to bring them up to speed and inclusion into the processes. Transitions knowledge as a people manager, also for personal development of employees.
Sales incentives	Sales compensation design, plan structure and metrics. Sales operations guidance. Benchmarking.
Compensation	Benchmarking, year-end processes and automation.
Variable pay	Short term incentives, long term incentives / equity, Company life-cycle stage compensation mix.
Benefits	Multinational pooling, employee flexible benefits, retirement plans, de-risking.
End-to-end innovation	TR value proposition identification, TR transformation projects, TR analytics. Development of plans, processes, systems and implementation.
Operational excellence	Development, impact analysis, transformation, reorganization. Change management, project management. Centers-of-expertise design and implementation / drive it through with the internal customers.
Total Reward (TR) Communications	Communication materials and presentations creation and collaboration with stakeholders (i.e. Rewards, HR, business managers) for buy in and deployment.
International mobility	Programs and plans development (short, long term etc), assignments, communications. Implementation and deployment for individuals i.e. job offers.
Stakeholder management	Interface, collaboration and co-creation through close partnerships with business leaders, finance, tax, legal, HRBPs, HR operations.
Job classification methodology	Job architecture from global design till implementation. Global projects till individual cases i.e. job evaluations.
Performance management	New permanent performance management and compensation review methodology.

NETWORK

Board memberships (non-executive, advisory, sounding).

Member of international HR and Total Rewards community networks.

Business club membership.

Community Social Responsibility activities and memberships.

Trainer / faculty at the global WorldatWork C&B organization / association.

Speaker at several international C&B seminars and conferences.

Political party board memberships i.e. talent scouting and management.

Sports and gardening.