

# Share-Based Incentives\*

Turn the challenges of share-based incentives to your and their advantage

- convert **corporate performance objectives into measurable people objectives** within the scope of an HR strategy
- define and classify people's **roles and responsibilities** in the company value-creation chain
- define employee **performance management policy** in alignment with reward strategy
- design the features of the **share-based incentive** plans, such as:
  - the underlying financial vehicle
  - the participating employees
  - the size of the award
- effective **communication** of performance management policy and share-based incentive plans
- effective **administration** of share-based incentive plans;
- monitor employee and company share-based incentive plan **costs**
- full **legal, accounting and tax compliance** of the share-based incentive plan opted for

\*connectedthinking™

*One direct result of the stock exchange debacle has been to place the spotlight on all share-based incentives, and in particular stock options. In this regard, shareholders and regulators alike are demanding greater transparency.*

*For this reason, a number of US companies have decided to turn to alternative share-based incentives, while others are sticking to their existing stock option plans. However, they all remain confident that share-based incentives are key in their reward strategy.*

*The prime challenge for every company thus remains: “what share-based incentive will effectively best foster corporate performance and create a sustainable strategic advantage?”*

## Creating the ultimate value

Using the right share-based incentive as part of your company's reward strategy encourages employees to achieve their objectives while being supported by an effective performance management policy.

Our expertise in tax, law, actuarial, accounting and compliance issues, combined with our knowledge of employment best practices, sets us apart in enabling us to offer our clients practical, multi-disciplined approaches at the various stages in the maturity of their share-based incentives.

- share-based incentive planning
- performance management policy
- employee communication
- cost-effectiveness
- benchmarking



## Our services at each of the various stages in the maturity of your share-based incentive plan

### Pre-implementation

Understanding your Business Strategy & your value-creation chain.

Analysing your HR Strategy and Reward Strategy.

Recommending a share-based incentive customised to your company's Reward Strategy.

Adapting/developing your employee performance management policy.

### Implementation

Designing your share-based incentive.

Setting up your share-based incentive plan in compliance with applicable legal regulations.

Cost-effectiveness for the participants, your company, and your shareholders.

Effective & compliant employee communication.

### Post-implementation

Assisting your company and the participants in complying with their tax-reporting formalities.

Due diligence of existing plans.

Preserving the tax, legal and accounting compliance of the share-based incentive plan in a changing tax, legal and accounting environment.

Benchmarking your share-based incentives in the light of market trends.

### Our expert team

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