

Program Syllabus

Course Title **Determining CEO Compensation Metrics**

Description CEO compensation a current Board issue. Shareholders, stakeholders, and Membership Organizations now actively review annual filings and reports to assess the compensation metrics the board utilized to determine overall pay packages. Dr. Andert will review key performance indicators and metrics available to ground CEO compensation strategies. Participants will receive extensive take-home materials as exemplar for utilization by the board.

Learning Objectives Upon completion of this course, directors will:
(1) Understand the current trends impacting CEO compensation.
(2) Select and link compensation metrics to performance.
(3) Understand the appropriate requisite variety of direct and indirect compensation strategies.

Teaching Methods **This is a participatory program.** Participant discussions and in-class exercises will expand course content.

Required Materials CEO Compensation Metrics
By: Dr. Darlene Andert CMC CFM
Other course handouts

Credit Hours Upon request

Meeting Information	Program Timeframe	Day/Time Schedule Overview
	3 hours	8:30 to 11:30 AM OR 1:30 to 4:30 PM

Instructor Information

Instructor *Dr. Andert's doctoral research of corporate governance for Fortune 1000 Boards of Directors provided the first understanding of Human Resource Development (HRD) as a Board oversight mandate. Dr. Andert has extensive experience on various Boards and audit committees, her knowledge as an Arbitrator for the National Association of Securities Dealers (NASD), her skills as a Certified Financial Manager (CFM), a Certified Management Consultant (CMC); and experience as a Florida Supreme Certified Court Mediator provide solid working knowledge.*

Dr. Andert's education includes a BA from Alverno College with a dual major in Business Management and Professional Communications, a master's degree from Central Michigan University in Administration, and a doctoral degree from The George Washington University, Graduate School of Organizational and Human Development's Executive Leadership Program in Human Resource Development.

Dr. Andert has authored books and numerous articles; designed and delivered certification programs; and provided over a decade of service to organizational development projects for national and local client organizations. She currently serves as the Director for the International Center for Responsible Corporate Governance at FGCU.

Cost **TBA** plus per participant materials