

HUMAN RESOURCES | COURSE BROCHURE

Executive Compensation and Incentive Plans

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

Executive pay attracts scrutiny from boards, shareholders, regulators and employees. This course explains how to design executive compensation: market benchmarking, pay mix, short-term and long-term incentives, performance measures, governance by remuneration committees, disclosure and avoiding incentives that encourage excessive risk.

Poorly designed executive pay can reward the wrong behaviours and damage reputation. You will learn principles for fair, effective and defensible incentive plans.

Professional Problems This Course Is Designed to Solve

- Difficulty translating subject knowledge into practical workplace decisions.
- Inconsistent approaches to the activities covered in the course outline.
- Lack of a structured plan for applying and reviewing new skills.

Course methodology

Plan design exercises, case studies of controversial pay decisions, benchmarking practice and committee simulations.

Course objectives

By the end of this course, participants will be able to:
- Explain components of executive remuneration
- Benchmark executive pay against relevant markets
- Design short-term incentive plans
- Design long-term and equity-based incentives
- Select performance measures that align with strategy
- Support remuneration committee governance

Target audience

This course is suitable for:
- Reward and compensation managers
- HR directors
- Remuneration committee members
- Company secretaries
- Finance directors



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Target competencies

Participants will develop competencies in:

- Incentive design
- Benchmarking
- Performance measurement
- Governance
- Risk awareness

Course outline

Day 1: Executive Pay Landscape

09:00–10:08	Components of pay
10:08–11:00	Stakeholder expectations
11:00–11:30	**Coffee break**
11:30–11:45	Stakeholder expectations (continued)
11:45–12:53	Regulation and disclosure
12:53–14:00	Case study

Day 2: Benchmarking

09:00–10:08	Peer groups
10:08–11:00	Market data
11:00–11:30	**Coffee break**
11:30–11:45	Market data (continued)
11:45–12:53	Positioning
12:53–14:00	Exercise

Day 3: Short-Term Incentives

09:00–10:08	Bonus plan design
10:08–11:00	Measures and targets
11:00–11:30	**Coffee break**



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11:30–11:45	Measures and targets (continued)
11:45–12:53	Deferral and malus
12:53–14:00	Workshop

Day 4: Long-Term Incentives

09:00–10:08	Share plans
10:08–11:00	Vesting and holding
11:00–11:30	**Coffee break**
11:30–11:45	Vesting and holding (continued)
11:45–12:53	Performance conditions
12:53–14:00	Exercise

Day 5: Governance

09:00–10:08	Remuneration committees
10:08–11:00	Shareholder engagement
11:00–11:30	**Coffee break**
11:30–11:45	Shareholder engagement (continued)
11:45–12:53	Reporting
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Cape Town Confirmed dates	9 Nov 2026	13 Nov 2026	**€1,890.–**
Online Confirmed dates	9 Nov 2026	13 Nov 2026	**€1,250.–**
Dubai Confirmed dates	30 Nov 2026	4 Dec 2026	**€3,150.–**
Online Confirmed dates	30 Nov 2026	4 Dec 2026	**€1,250.–**
Vienna Confirmed dates	4 Jan 2027	8 Jan 2027	**€2,940.–**
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**€1,250.–**
Barcelona Confirmed dates	25 Jan 2027	29 Jan 2027	**€2,840.–**
Online Confirmed dates	25 Jan 2027	29 Jan 2027	**€1,250.–**
Cape Town Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,890.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**€1,250.–**
Amsterdam Confirmed dates	1 Mar 2027	5 Mar 2027	**€2,540.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**€1,250.–**
Barcelona Confirmed dates	22 Mar 2027	26 Mar 2027	**€2,840.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**€1,250.–**
Rome Confirmed dates	12 Apr 2027	16 Apr 2027	**€2,450.–**
Online Confirmed dates	12 Apr 2027	16 Apr 2027	**€1,250.–**
Istanbul Confirmed dates	3 May 2027	7 May 2027	**€2,650.–**
Online Confirmed dates	3 May 2027	7 May 2027	**€1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Vienna Confirmed dates	24 May 2027	28 May 2027	**€2,940.-**
Online Confirmed dates	24 May 2027	28 May 2027	**€1,250.-**
Rome Confirmed dates	7 Jun 2027	11 Jun 2027	**€2,450.-**
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**€1,250.-**
Kuala Lumpur Confirmed dates	28 Jun 2027	2 Jul 2027	**€1,450.-**
Online Confirmed dates	28 Jun 2027	2 Jul 2027	**€1,250.-**
Paris Confirmed dates	19 Jul 2027	23 Jul 2027	**€2,860.-**
Online Confirmed dates	19 Jul 2027	23 Jul 2027	**€1,250.-**
Cape Town Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,890.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,250.-**
Frankfurt Confirmed dates	30 Aug 2027	3 Sept 2027	**€2,650.-**
Online Confirmed dates	30 Aug 2027	3 Sept 2027	**€1,250.-**
Dubai Confirmed dates	13 Sept 2027	17 Sept 2027	**€3,150.-**
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**€1,250.-**
London Confirmed dates	4 Oct 2027	8 Oct 2027	**€2,450.-**
Online Confirmed dates	4 Oct 2027	8 Oct 2027	**€1,250.-**
Rome Confirmed dates	25 Oct 2027	29 Oct 2027	**€2,450.-**
Online Confirmed dates	25 Oct 2027	29 Oct 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Dubai Confirmed dates	15 Nov 2027	19 Nov 2027	**€3,150.-**
Online Confirmed dates	15 Nov 2027	19 Nov 2027	**€1,250.-**
London Confirmed dates	6 Dec 2027	10 Dec 2027	**€2,450.-**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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