

# RemCom Academy



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# MAKE YOUR REMCOM MORE SUCCESSFUL

Complete this questionnaire and identify what needs to be addressed to make your **RemCom** more effective and successful.

## KEY SUCCESS ELEMENTS

### 1 What makes a successful Remuneration Committee?

- > Establishing an independent, but non-adversarial relationship with the CEO
- > Having a good mix of people on the RemCom who have different backgrounds and are prepared to make cabinet decisions and stick with them
- > A strong relationship of mutual trust with the HR Director, one where the relationship and responsibilities are clear
- > An external advisor who you trust and is willing to challenge your thinking constructively
- > Clear Terms of Reference, including guidance on where recommendations should spring from (In 50% of RemComs in Towers Watson survey 'management' proposes to Remuneration Committee)

YES	NO/MAYBE

## KEY SUCCESS ELEMENTS

### 2 What makes a successful Remuneration Committee Chairman?

	YES	NO/MAYBE
> Good, open relationship with CEO/senior management/HR team		
> Credibility in the organisation and with investors/stakeholders/members		
> High emotional intelligence with the ability to recognise buy-in of 'heart' is as important as 'head'		
> Understanding that the process requires brokering agreement between different stakeholders		
> A strong technical understanding and willingness to seek advice and alternative thinking		
> Puts appropriate process in place to ensure confidentiality and robust procedures are in place		
> Leadership and engagement skills – willing to listen to views, but make and stick to tough decisions on occasion		

## KEY SUCCESS ELEMENTS

### 3 Is your Remuneration Committee effective?

	YES	NO/MAYBE
> Members have had appropriate training and are motivated to be appointed to Remuneration Committee		
> Remuneration Committee members take time to prepare thoroughly for meetings and seek clarification where needed		
> You have clear priorities for action and have assessed the effectiveness of current arrangements		
> There is a shared view among the Remuneration Committee of values and direction of travel on reward and a commitment to cabinet responsibility		

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