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## The Evolving Relationship between Compensation and Talent Management

**Thursday, January 22, 2009**  
**Italian Community Center**  
**631 E. Chicago St.**  
**Milwaukee, WI 53202**

Many factors in today's competitive economic/business environment are causing organizations to place a renewed focus on talent management. As compensation professionals set policy and design programs, they are increasingly finding - and creating - important links with the organization's efforts to manage talent. The majority of the presentation will focus on providing an overview of how to use tools that were originally developed to address compensation and job evaluation issues to support talent management agendas. The discussion will also explore several new, related topics, including how an integrated compensation and talent management framework might be leveraged as a retention mechanism for high potential employees and how organizations can measure the ROI of an integrated framework.

Participants will leave the session with a clear understanding of tools that are being used to support a broad array of compensation and talent management initiatives.

### Presenter Profiles

#### **Donald W. Hay**

Don Hay, a Principal in the Executive Compensation and Rewards business in Towers Perrin's Human Capital practice, specializes in the design and installation of innovative reward systems. Don has 24 years of experience in the compensation field and has consulted with a wide range of organizations on employee pay issues. Much of Don's work involves helping organizations align their compensation programs with their organizational strategies. Specific projects have included the development and installation of performance management and goal-setting processes, team incentives, and other forms of variable compensation.

Prior to joining Towers Perrin, Don managed a consulting unit for another major consulting firm. In addition, he also worked in the compensation and personnel research functions of the Harris Bank. Don has a B.A. from the University of Pennsylvania and a M.S. in industrial psychology from the Illinois Institute of Technology. He is also a frequent speaker at various regional and national conferences including those sponsored by professional associations, such as World at Work.

#### **Alex R. Weisgerber**

Alex Weisgerber is a Consultant with the Executive Compensation and Rewards business in Towers Perrin's Human Capital practice. His work focuses on helping organizations to leverage human capital in driving business performance. Alex's recent work with a variety of leading organizations includes: corporate value driver and business linkage analysis, business literacy development, and designing rewards and performance management programs to support corporate strategy.

Prior to joining Towers Perrin, Alex completed a B.A. in Economics at the University of Chicago where he was involved in research in mergers and acquisitions, contract theory, and behavioral economics. Alex is currently pursuing an M.B.A. at the University of Chicago.

### **Schedule:**

- **7:30 – 8:00 am: Refreshments & networking**
- **8:00 – 8:15 am: MACA Business**
- **8:15 – 9:45 am: Speaker & discussion**

**If you plan to attend, please RSVP to: [maca@teamwi.com](mailto:maca@teamwi.com)**

There is no charge for attendance by MACA members. Non-members can join for an annual fee (\$50 for renewing members/\$75 for new members) or attend the program for a \$15 fee.