



18<sup>TH</sup> ANNUAL CONFERENCE

**GEO | ROME | 2017**

26-28 APRIL, SHERATON ROMA

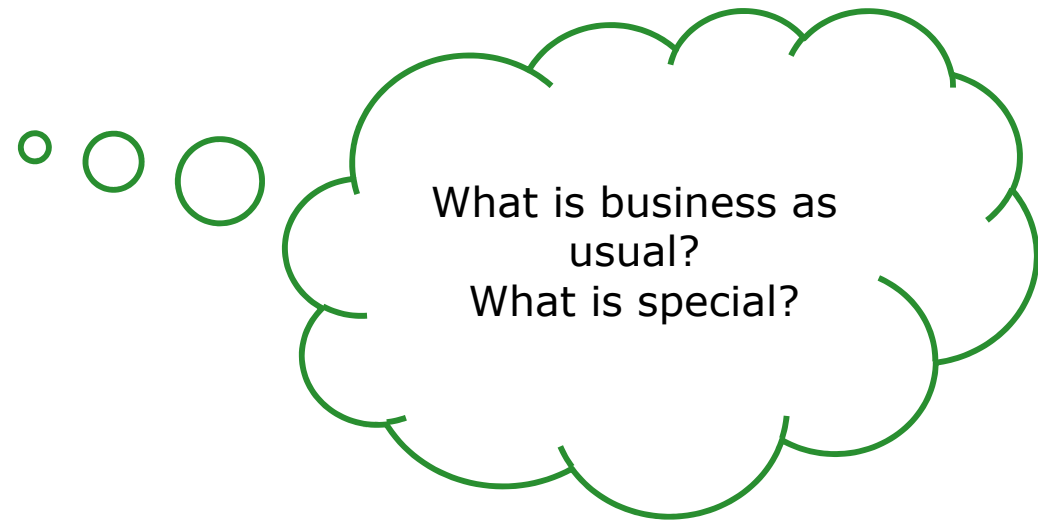
# Discussion Den: Innovative Reward Strategies for Special Situations

**Martyn Fisher**, Reward Director, Worldpay Group plc

**Robert Head**, Reward Consultant, Neo Reward

# Special situations

- Recruitment
- Short business cycles
- Volatile performance
- Uncertain future
- Turn-arounds
- Talent/retention risk
- Key projects



# Innovative reward strategies

- Buy-outs
- One-off awards/special long-term incentive
- Annual bonus with deferral into stock
- Restricted stock
- Project bonus



What is normal?  
What is feasible/acceptable?  
Quantum or type, or both?  
Board versus below board?  
What about non-reward strategies?



# Thank You

**Martyn Fisher**  
Reward Director  
Worldpay Group plc  
[Martyn.Fisher@worldpay.com](mailto:Martyn.Fisher@worldpay.com)

**Robert Head**  
Reward Consultant  
Neo Rewards  
[robert.head@neoreward.co.uk](mailto:robert.head@neoreward.co.uk)



# Thank You

Thank you for attending **GEO's 18<sup>th</sup> Annual Conference** in Rome. We hope you enjoyed this session.

- If you require **CPE Credit**, don't forget to Sign Out
- Two ways to give us your **feedback** on this session
  - Mobile app
  - Paper surveys available at the door

