

Creating Your Strategic Compensation Committee Questions to Ponder

- Have you selected a group of people who represent all stakeholders who would be affected by a new method of compensation?
- Do you have enough people to provide a variety of opinions, but not too many to cause group dysfunction?
- Have you named a chairperson that is diplomatic, efficacious, has good communication skills, and can keep people focused on the goal?
- What will be the purpose of this group? (Informing, Deciding, Recommending)
- How often will they be required to meet?
- What will be the deadline for decisions or recommendations by the committee?
- What will be the norms of operation for this group?
- How will the work of the committee be communicated throughout the process?
- What will be the protocol for committee members to gather input from the stakeholders to whom they represent?
- Have you selected a project manager who will be able to stick with the process over the duration?

