

## MODULE 4

### HUMAN CAPITAL

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#### **Learning Objectives**

- Understand the fundamentals of total executive compensation design.
- Learn about the use of compensation strategies and performance management plans to guide behavior and maximize fund performance.
- Learn how to ensure that employment contracts and service agreements avoid pitfalls and facilitate positive growth transitions.

#### **Answers the Questions**

- How does a board establish a defensible compensation program?
- What is your board's role in establishing a pay-for-performance culture?
- What are the key elements within executive employment contracts and personal service agreements?
- How can your board develop and maintain a skilled executive pipeline for the future?