



# Using Compensation Strategies to Motivate & Incent the Right Behaviors (Webinar)

May 3, 2018 ☐ 10:00am-11:00am

This webinar focuses on performance-based compensation approaches that community banks should consider to attract and retain quality employees. We examine the current compensation environment and discuss different performance-based incentive vehicles that can help drive performance at your bank. We discuss keys to have an effective salary administration program, cash incentive plans, and will share what banks are using in respect to equity-based/longer-term incentives. In addition, we incorporate applicable regulatory guidelines and updates surrounding base compensation and incentive-based pay. Participate in the webinar to learn:

- Salary administration and salary grade best practices
- How to use market research and banking industry surveys to benchmark positions within your bank
- How to ensure your incentive plans are motivating the RIGHT behaviors
- Trends in the type of incentive plans offered by community and regional banks
- Typical incentive opportunity levels (earning potential)
- Common incentive plan goals
- Common types of equity-based incentives
- Typical vesting periods for equity-based awards

### Who Should Attend:

Human Resources , COOs, CFOs

### Webinar Speaker:

**Michael Blanchard** is the CEO of Blanchard Consulting Group. He has extensive experience in the human resources field and has conducted or supported over 500 compensation planning, market research, and organizational development projects over the past seventeen years, with over thirteen years specific to the banking industry. Mike has presented to various national and state banking associations including the American Bankers Association, the Bank Director Annual Compensation Conference, and the Western Independent Bankers association on a variety of compensation and board governance topics. With a master’s degree in advanced industrial and organizational psychology, Mr. Blanchard’s experience includes advising clients on assessing total compensation, incentive planning, and performance appraisals.

### Webinar Registration:

(Please make copies of this form if more connections are needed)

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Submit Registration and view rosters in the Education Section of the LBA’s website, [www.lba.org](http://www.lba.org)

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#### **Registration Fees for LBA Members**

- Live Webinar Connection      \$150 per connection
- Webinar Recording                \$150 per recording

#### **Registration Fees for Non-Members**

- Live Webinar Connection      \$250 per connection
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This training will be covered under SBET (Small Business Employee Training Program). Please provide an email address on the line below to receive the necessary documentation for reimbursement:

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**Webinar access codes will be sent to registrants with confirmation emails one week prior to session.**