

Innovation

Many of the major advances in Australian executive and director remuneration since the mid-1990s were first introduced to Australian companies by Guerdon Associates consultants. This included the first uses of performance hurdles for long term equity vesting, relative performance measures such as relative TSR as performance hurdles, the first applications of performance rights, share rights and performance shares, the first viable alternatives to dilutory share options, and the first methods to measure and adjust performance management measures to account for risk factors outside of management's control. This innovation continues today with a combination of technical excellence, global experience, depth of research skills, an internalised creative process, and client partnering ability.

Our global knowledge and creative process would recognise the potential for new or offshore practices to be applied. Our partnering ability ensures smooth acceptance, endorsement and application through management, the board, shareholders and other stakeholders.