

Radford Rewards Consulting

Our rewards consultants, operating from the technology and life sciences hubs of Austin, Boston, London, San Diego, San Francisco, San Jose and Singapore, advise clients on the design and governance of rewards programs for boards of directors, executives, employees and sales professionals.

Executive Compensation

We partner with Compensation Committees to help guide their approach to setting pay. This includes defining compensation philosophies, developing peer groups, conducting competitive assessments and managing risk—all in the name of ensuring your pay programs align with your business goals.

Employee Rewards

We work with human resources leaders to build the innovative rewards programs they need to compete for game-changing talent. From benchmarking total rewards to building career frameworks to managing rapid workforce growth, our experienced team has your people and business needs covered.

Sales Compensation

Your sales team exists to drive revenue growth, but it needs to be profitable at the same time. We help companies maximize their sales force investment through competitive benchmarking, incentive plan assessments, incentive plan design, sales plan implementation and advanced sales metrics.

Pre-IPO Compensation

Emerging technology and life sciences companies, at every stage of development, partner with our consultants to deploy the many rewards programs they need to fuel their next round of growth. From executive compensation to employee rewards to sales incentives, we'll help your business scale.

Corporate Governance

Don't take a check the box approach to corporate governance. Be proactive. Work with our team to engage with your key shareholders, actively model potential pay-for-performance outcomes, and to establish an appropriate balance between proxy advisor best practices and your business needs.

Equity Valuation Solutions

We demystify the valuation of complex rewards instruments. From equity award accounting to holding period discounts to relative TSR design and tracking, our team of actuarial and valuation experts will help your human resources and finance teams save significant time and money.

We're here to empower results

Contact our team today to learn more about Radford's consulting capabilities.

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About Radford

Radford partners with technology and life sciences companies to reimagine their approach to rewards, empowering them to achieve superior levels of people and business performance. Radford is part of Aon plc (NYSE: AON). For more information, please visit radford.aon.com.