

Radford Consulting

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

Radford's compensation consulting team supports more than 400 technology and life sciences clients each year, leveraging our extensive data resources to provide fact-based advice backed by years of focused industry expertise. Today, we advise technology and life sciences firms in the key practices areas below:

Executive Pay & Governance

We partner with Boards, Compensation Committees and business leaders to help guide their approach to setting pay. This includes defining compensation philosophies, developing executive and director rewards programs, managing risk and keeping clients up-to-speed on the latest governance best practices.

Employee Rewards & Career Strategies

Our consultants work with human resources leaders to create organization-wide rewards systems. We build global salary structures, design global job architectures, conduct gap-to-market studies, evaluate the costs of launching new compensation programs and create innovative total rewards strategies.

Sales Compensation & Effectiveness

Your sales team exists to drive business growth, but it also needs to be profitable at the same time. We help companies maximize their sales force investment through competitive benchmarking, incentive plan design, best practice assessments, organizational modeling and sales productivity analyses.

Private to Public Transitions

With 40 years of highly focused expertise in the technology and life sciences sectors, we know what it takes to go public. From executive compensation to equity plan design, we work with Boards, business leaders and investors to transition rewards programs from private to public environments.

Equity Strategy & Plan Design

From dilution management to the creation of advanced performance-based equity programs, we keep technology and life sciences companies ahead of the curve on equity plan design. Our vast data resources allow us to fully vet key design issues, including competitiveness, vesting, eligibility and plan governance.

We're here to empower results

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

Boston Office
+1.781.906.2394
consulting@radford.com

London Office
+44.20.7086.5044
consulting@radford.com

San Francisco Office
+1.415.486.7122
consulting@radford.com

San Jose Office
+1.408.321.2547
consulting@radford.com

For more information on Radford, visit radford.com.

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Short-Term Incentive Plan Design

We work with human resources leaders to design short-term incentive programs for executives and employees. Our work always includes the careful, data-driven consideration of key factors like market competitiveness, metric selection, risk management, plan eligibility, and potential implementation costs.

About Radford

Radford delivers compensation data and advice to technology and life sciences companies. We support firms at every stage of development, from emerging start-ups to established multi-nationals. Today, our surveys provide in-depth compensation insights in more than 80 countries to 2,650 participating organizations and our consultants work with hundreds of firms annually to design rewards programs for boards of directors, executives, employees and sales professionals. Radford is part of Aon Hewitt, a business unit of Aon plc (NYSE: AON). For more information on Radford, please visit radford.com.