MERCURY

Long-Term Incentive Design Training Course

12 – 16 September 2027
Istanbul (Turkey)



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Long-Term Incentive Design Training Course

Ref: 15822_329390 **Date:** 12 – 16 September 2027 **Location:** Istanbul (Turkey) **Fees:** 4900 Euro

Introduction:

The Long-Term Incentive Design training course provides an understanding of structuring and implementing an effective long-term incentive LTI that aligns with corporate goals and enhances employee motivation, engagement, and retention. As organizations seek to attract top talent and foster loyalty among key employees, an LTI program aligns individual performance with the company's strategic vision and sustainable growth.

This Long-Term Incentive Design course will explore best practices, regulatory considerations, and innovative approaches to designing LTIs that balance short-term and long-term organizational objectives. Participants will gain the skills to develop, evaluate, and adapt LTI structures that support the company's financial and cultural goals while meeting employee expectations and shareholder interests.

The Long-Term Incentive Design training course provides in-depth knowledge of long-term incentive design, helping professionals to structure effective long-term incentive plans. This course explores the meaning and definition of long-term incentives, focusing on strategies that align company goals with employee performance over extended periods.

Participants in this Long-Term Incentive Design program will learn about different types of long-term incentives, including executive long-term incentive plans, and how to design them to ensure competitive long-term incentive compensation. Key topics include structuring long-term incentive bonuses and designing a plan that motivates top executives and employees for long-term success.

Targeted Groups:

- Human Resources Managers and Directors.
- Compensation and Benefits Specialists.
- Executive and Senior Leadership Teams.
- Financial and Strategic Planning Professionals.
- Talent Acquisition and Retention Managers.
- Organizational Development Consultants.
- Board Members and Corporate Governance Officers.
- Performance Management Specialists.
- Employee Engagement and Culture Leads.

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Course Objectives:

At the end of this Long-Term Incentive Design course, the participants will be able to:

- Understand the fundamentals of long-term incentive LTI program design and structure.
- Align LTI strategies with corporate goals and long-term organizational vision.
- Analyze various LTI types, including stock options, restricted stock, and performance-based incentives.
- Identify key financial metrics and performance indicators for effective LTI plans.
- Ensure compliance with regulatory requirements and best practices in LTI design.
- Evaluate LTI programs' impact on employee retention, engagement, and motivation.
- Develop skills to communicate LTI benefits and expectations to stakeholders.
- Assess and manage risks associated with LTI program implementation.
- Utilize data and analytics to optimize and adjust LTI strategies.
- Build adaptable LTI plans that evolve with organizational growth and market changes.

Targeted Competencies:

By the end of this Long-Term Incentive Design training, the participant's competencies will:

- Strategic Incentive Design.
- Compensation Planning and Structuring.
- Financial and Performance Analysis.
- Regulatory and Compliance Knowledge.
- Stakeholder Engagement and Communication.
- Talent Retention Strategies.
- Risk Assessment and Management.
- Data-Driven Decision-Making.
- Employee Motivation and Engagement Strategies.
- Corporate Governance Awareness.

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Course Content:

Unit 1: Fundamentals of Long-Term Incentive LTI Programs:

- Define long-term incentives and their role in compensation strategy.
- Explore the importance of aligning LTIs with organizational goals.
- Understand the types and structures of LTIs, such as stock options, restricted shares, and performance shares.
- Review the benefits of LTIs in employee engagement, motivation, and retention.
- Examine common LTI models used across industries.
- Analyze trends and evolving practices in LTI design.

Unit 2: Designing Effective LTI Programs:

- Identify the core components of an LTI program.
- Learn how to establish clear, measurable performance goals for LTIs.
- Discuss key factors influencing LTI design, including market data, industry standards, and company size.
- Understand how to balance employee and shareholder interests in LTI plans.
- Explore strategies for structuring LTIs that align with organizational values and culture.
- Develop LTI programs that attract top talent and promote long-term organizational commitment.

Unit 3: Financial and Performance Metrics in LTI Programs:

- Understand key financial metrics commonly used in LTI plans, such as EBITDA, ROE, and TSR.
- Analyze the role of performance indicators in rewarding long-term success.
- Explore ways to align performance metrics with strategic objectives.
- Evaluate how different metrics impact participant motivation and engagement.
- Assess the financial implications of LTI programs on organizational budgeting and forecasting.
- Learn methods to track and report on LTI program performance and outcomes.

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Unit 4: Compliance, Risk, and Governance in LTI Design:

- Review legal and regulatory considerations in LTI program design.
- Understand tax implications and reporting requirements for LTIs.
- Explore compliance requirements, including SEC guidelines and accounting standards.
- Assess risks associated with LTI programs, such as market volatility and employee turnover.
- Learn risk management strategies to minimize exposure in LTI implementation.
- Examine the role of the board and executive leadership in overseeing LTI governance.

Unit 5: Communicating and Managing LTI Programs:

- Develop effective communication strategies for the LTI program rollout.
- Learn techniques for educating employees on LTI values, terms, and benefits.
- Explore tools to support ongoing engagement with LTI participants.
- Discuss feedback mechanisms to gather employee input on LTI program effectiveness.
- Understand best practices for managing and updating LTIs based on organizational growth and market conditions.
- Design adaptable communication plans that address the changing needs of diverse employee groups.