

COMPENSATION + TALENT

GOVERNANCE NETWORK

The work of compensation committees has never been more critical or more difficult.

These committees are taking on broader mandates, ranging from the traditional task of setting executive pay to a whole new set of responsibilities tied to talent oversight. There are no one-size-fits-all solutions for these challenges. Success calls for judgment, developed from personal experience and from engaging with others who have faced similar situations.

The Compensation and Talent Governance Network (CTGN) is a select, invitation-only group of committee chairs from some of the largest companies in North America. Members meet for private discussions about compensation, human capital oversight, management succession planning, and other relevant matters.

Tapestry Networks orchestrates the CTGN, building on nearly two decades of convening board leaders for meaningful conversations designed to yield practical insights. Meetings, whether face-to-face or virtual, feature world-class guests, but the directors' voices dominate the conversations and drive the agenda. Leaders from Meridian Compensation Partners participate and provide technical expertise. The discussions are synthesized into post-meeting publications that can be shared with colleagues. Everything is done under a non-attribution agreement that ensures candor and protects personal and company confidentiality.

The following committee chairs have participated in the CTGN:

- Homaira Akbari, Temenos
- Tracy Atkinson, Raytheon Technologies
- Gaurdie Banister, Tyson Foods
- Rosemary Berkery, TJX
- Beth Cobert, CBRE
- Stephanie Coyles, Sun Life Financial
- Bill DeLaney, Union Pacific
- Jevin Eagle, Carter's
- Tony Earley, Ford Motor Company
- Helene Gayle, Coca-Cola
- Lisa Gersh, Hasbro
- Mirian Graddick-Weir, Booking Holdings
- Marianne Harris, Sun Life Financial
- Kathy Hill, Moody's
- Worthing Jackman, Quanta Services
- James Johnson, Ameren
- Aylwin Lewis, Marriott International
- Leo Mackay, Cognizant Technology Solutions
- Craig MacNab, American Tower
- Karen Maidment, TD Bank Group
- Cheryl Miller, Tyson Foods
- Denise Morrison, Visa
- Lisa Payne, Rockwell Automation
- Meg Porfido, Kaiser Permanente
- Barb Samardzich, Adient
- Laurie Siegel, Lumen Technologies
- Amanda Sourry, PVH
- Matthew Winter, The Hartford

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Historically, CTGN members have gathered three times per year for face-to-face meetings. Through the COVID-19 pandemic, the network has continued to gather for monthly video sessions. Going forward, the network will include a mix of virtual and in-person meetings. Knowing that director time is scarce, Tapestry goes to great lengths to ensure that every moment of every meeting is used efficiently.

"This network is where I hear what other people are thinking and validate that I'm on the right track. I always come out with good ideas."

"The timely discussions of relevant topics allow me to add even more value in my role as Compensation Chair."

RECENT DISCUSSION TOPICS

- [Board responsibility for talent, workforce, and inclusive culture](#)
- [Responding to economic uncertainty and new pay-versus-performance disclosure rules](#)
- [Pay equity strategy](#)
- [Compensation chairs discuss accomplishments and goals](#)
- [Year in Review: 2021 Reflections](#)

Commitment

The network's success is based on the commitment of its member companies and their compensation committee chairs. The cost of network participation—\$7,500 per year—is paid by each member company. Most committee chairs participate in at least half of the meetings each year; if a committee chair is unable to attend a meeting, he or she may designate a fellow board member to attend instead. The network typically limits invitations to companies with at least \$5 billion in annual revenue or market capitalization.

About Tapestry Networks

Since 2002, Tapestry has helped top leaders of the world's largest companies be more competent and confident in their work. Drawing upon their deep relationships with hundreds of directors and executives from leading companies, Tapestry's professionals have unrivaled insight into the work of boards and the leadership of large public firms. Each Tapestry meeting builds on the lessons learned from the hundreds of peer roundtable meetings the firm has orchestrated, creating distinctively insightful and pragmatic discussions.

"I find the network to be much more relevant than other programs due to its targeted discussions and the peer exchange."

CONTACT US

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