

Incentive Compensation Project

Presenter Bio **Jim Finkelstein, President and Chief Executive Officer, FutureSense**

Jim Finkelstein is a student and leader of people in business. With over 37 years of consulting and corporate experience, he understands the convergence of environment, culture, development, and rewards in order to improve business performance through people. He has specialized in business and people strategy, motivation, and reward; executive, employee, and sales compensation; and organizational assessment, development, communications, and transformation. Jim has applied his competencies in all areas that impact people at work – from why they show up to why they stay. He has worked for diverse industries – from health care to high tech – and has built programs and provided services to boards of directors, senior executives, management, and employees.

Jim's experience has included being a Partner in a Big Five firm, a Chief Executive Officer of a professional services firm, a corporate executive for Fortune 500 companies, and an entrepreneur with his current company, FutureSense®, Inc. He has experienced business from every possible angle and through every possible change.

He is the author of *FUSE: Making Sense of the New Cogenerational Workplace™* published in 2011. He is a regular blogger on the Huffington Post and can be followed on Twitter. Jim serves on the Advisory Boards for Schoolfy and Bullseye Evaluation and is an adjunct faculty member at Sonoma State University teaching classes in *Leading Change* in the Executive Masters of Business Administration program.

He received his Master of Business Administration in Organization Behavior and Development from the Wharton School of the University of Pennsylvania and a Bachelor of Arts in Psychology and Economics from Trinity College in Hartford, Connecticut.

Continued on Next Page

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Presenter Bio **Michael Graham, Consultant, FutureSense**

Michael Graham is a consultant to boards of directors and members of company management. He specializes in all aspects of people strategy, reward strategy, executive compensation, executive employment arrangements, and benefits and development rewards.

He has over 40 years of experience in the compensation and benefits field. He advises organizations in all industries and specializes in the financial and professional services industries. He is considered one of the top total rewards consultants in the country and has worked extensively overseas.

Prior to joining the firm, Michael worked as a consultant, Managing Director, and Practice Director with five major human resources consulting firms (Pearl Meyer & Partners, Andersen Worldwide, Hay Group, Towers Perrin and Watson Wyatt) and has led engagement teams in over 300 different organizations in the past 18 years. In industry, he was Worldwide Director of Compensation & Benefits for both Albany International Corporation and Bausch & Lomb for 10 years.

Michael is a frequent speaker on such topics as total reward strategy, people strategy, and retaining key talent with unique incentive programs. Recently, he co-authored the books *Creating a Total Reward Strategy* and *Effective Executive Compensation*. Michael has authored *Hedge Fund People Strategy*, *CEO Contracts and Compensation*, *Board of Director Governance and Compensation*, and *People Strategy*.

He received a Master of Business Administration from Rensselaer Polytechnic Institute and a Bachelor of Science in Engineering from Worcester Polytechnic Institute where he was selected to both the Skull Honor Society and Who's Who in American Colleges and Universities.
