



## The Top Need-to-Know In-House Compensation Trends

GC Advantage<sup>SM</sup> Webinar

September 6, 2023



# GC Advantage<sup>SM</sup>

BarkerGilmore's GC Advantage<sup>SM</sup> is a complimentary professional development program for corporate legal and compliance leaders.

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# Upcoming GC Advantage<sup>SM</sup> Webinar



## From Startup Through IPO: The General Counsel's Journey of Transformation

Sep 13, 2023 @ 1:00 pm - 2:00 pm EDT

# Questions & Answers



Submit questions to panelists at any time throughout the presentation via the Zoom **Q&A feature**.

# Featured Speakers



## David Yawman

Senior Advisor – **BarkerGilmore**  
Former Executive Vice President, General Counsel, and  
Corporate Secretary – **PepsiCo, Inc.**



## John Gilmore

Managing Partner – **BarkerGilmore**



## Mary Rombaut

Managing Director, Research, Marketing, and Analytics –  
**BarkerGilmore**

# Considerations When Contemplating a Move



## Learning & Growth

- Knowledge growth – can you develop in broader/new substantive areas or in deeper expertise?
- Org chart – is there room to move up?
- Financial – can you grow your comp?
  - Market Survey - do you know what you're worth in the market?

## Organizational

- Industry – do you enjoy it?; will it be healthy for next 5-10 years?
- Organization – is org in good position?; growing/steady?; coming reorg? M&A? other changes?
- Culture / Reputation – do you fit in?; are you proud to work there?



## People

- Org Leadership – do you believe in and trust them? Does org support leadership development? Mentorship?
- Dept Leadership – do they care about your learning/career? Are they candid / empowering / responsive?
- Peers/Team – do you enjoy working with them? Do they make you better?

## Personal

- Life Matrix – family, lifestyle, geography/region, location, commute, remote flexibility, perk, benefits . . . other?
- The Process -- Are you prepared to gear up and make move? Search takes time/energy; move is a big transition.

Thank you for attending.



Please let us know how BarkerGilmore can help you succeed.

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