
5 key elements for your partner remuneration committee's annual calendar

Ensure your remuneration committee stays organized and effective throughout the year.

Why should you manage your Partner Compensation Committee to an annual calendar?

The short answer is: because time is money – and not managing to an annual calendar inevitably means unnecessary time spent in committee meetings.

Most partner remuneration committees (RemCom) waste a lot of time because they try to cram far too many things into the two to four weeks of the year when they decide on partner profit allocations. Instead of fully focusing on allocation decisions, many also try to understand changes to partner metrics, introduce a new decision tool or bring on board new committee members to their way of working. No wonder RemCom members are exhausted at the end of a reward round.

The best committees don't just convene for a few weeks a year – they work to an annual calendar of meetings, each dedicated to a specific purpose. An annual RemCom calendar enhances decision quality, expedites decision-making and improves communications around the committee's work with the wider partnership. This helps increase partner acceptance of the committee's work and reduce time spent during a reward round.



Why should you manage your Partner Compensation Committee to an annual calendar?

We recommend that your remuneration committee meet four to seven times a year outside the main reward round. The shape of a RemCom annual calendar will vary based on the firm's size and maturity, the partner reward system and the resulting committee remit. For example, in a value-based meritocracy, a RemCom may reallocate profit shares for all partners annually or every two or three years; in a modified lockstep, a RemCom may only allocate a bonus or merit pool among a few partners annually. In some firms RemCom may be charged with changing the partner remuneration policy itself, whereas in other firms this may be within the partnership board's remit. RemCom's remit will drive its annual calendar.



Example elements of an annual Partner Remuneration Committee calendar

This example calendar assumes a 31 December financial year-end and an annual partner reward round.

Remuneration Committee Calendar			
January	February	March	April
Conduct reward round kick-off	Current reward round commences	Current reward round completes	Conduct after-action review
May	June	July	August
No activity	No activity	No activity	Evolve partner reward policy changes for next year
September	October	November	December
No activity	Address committee governance and other changes	No activity	Financial Year End

Notes:

- Ad hoc items (e.g. profit shares for a lateral partner hire) would require a special meeting outside the calendar.
- Some policy changes (eg sabbatical policy, family leave policy) would be considered less frequently than annually

Elements of an annual Partner Remuneration Committee calendar explained

1. Conduct reward round kick-off

The best RemCom's don't dive into partner data right away. A well-designed kick-off aligns committee members on reward round objectives, partner remuneration policy changes and on benchmarks to be applied this round. New committee members are introduced to committee practices.

2. Current reward round commences

The reward round begins with committee members independently reviewing partner data. Based on the size of the partnership:

- Large partnerships: committee members meet in subgroups to start aligning on outcomes
- Mid-sized partnerships: Members meet in plenary sessions for alignment.

The process concludes with the Remuneration Committee (RemCom) finalizing all partner profit shares, including handling exceptions and difficult cases. In our [Partner Remuneration Committee Accelerator program](#), we provide practical decision tools, using heuristics (mental short-cuts) and guarding against cognitive biases related to conducting reward rounds.

3. After-Action-Review

An After-Action-Review (AAR) is all about how future partner reward rounds could be improved. Topics include quality of committee member collaboration, possible changes to the partner reward policy that the current round has surfaced and how changes to partner data and committee processes could save time during future rounds. Find our [After-Action-Review guide here](#).

4. Evolve partner reward policy changes for next year

This session or series of sessions implements AAR outcomes. This could include recommendations as to partner data, profit-sharing policy, benchmarks, decision tools or technology infrastructure. The big point here is that the committee can get to better conclusions faster if these developmental topics are addressed separately from when the committee considers partner profit allocations.

5. Address committee governance and other changes

This meeting could concern itself with committee governance. Charter changes could include role of external members, addressing member conflicts and next year's RemCom calendar.

Partner Remuneration Committee Accelerator program

This course empowers senior leaders to become highly effective Partner Remuneration Committee members.

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About Michael Roch

Advisor to partnerships worldwide and Founder, MHPR Advisors

Michael Roch helps senior leadership teams envision and build exceptional partnerships that amplify each partner's strengths while creating entirely new opportunities for value creation.

His innovative frameworks (*The Partner Reward Trilogy*) and authoritative publications (*The Partner Remuneration Handbook*, 2022) are rooted in his unique combination of expertise that spans incentives and motivation, executive compensation management and the finance, law and taxation of partnerships.

With extensive entrepreneurial experience across London and North America, Michael guides organizations in creating collaborative partnerships that deliver sustained competitive advantage, transforming partnership dreams into powerful business realities that drive long-term success and industry leadership.

Operating from Zurich, Switzerland, Michael serves clients worldwide.



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