

Partner Compensation Committee

After-Action-Review Checklist

Your checklist for conducting After-Action-Reviews following a reward round.

Conducting a reward round After-Action-Review

After a demanding reward round, Partner Remuneration Committee (RemCom) members often want to return to their client responsibilities as soon as possible. Yet, without a timely assessment of how future reward rounds could be improved, there is no way to reach better decisions during the next reward round in less time.

The After-Action-Review (ARR) is the best and most efficient approach to capture learnings for the future. The RemCom Chair should conduct these with all committee members within two months after completion, following the agenda we offer below.

01

Celebration of achievements

Celebrate being done. Thank committee members for their commitment and efforts. Re- emphasize the important role RemCom plays for partnership cohesion. Review the goals that have been set at the beginning of the reward round – here it's best to refer to the kick-off meeting agenda that you'll have conducted at the beginning of the reward round – what was achieved, what was not? What will partners say about this year's reward outcomes?

02

Quality of collaboration among committee members

Reflect on how well RemCom members worked together to reach consensus, highlighting successes and challenges particularly on the more difficult partner cases. Acknowledge the existence of interpersonal problems without judgment (it's the Chair's role to address them in private as needed). Agree what changes you will make to how you work together as a committee.

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03

Partner remuneration policy changes

Discuss any necessary updates or changes to the partner remuneration policy. Identify gaps or outdated aspects that need revision. Agree on specific changes for proposal to the partnership board or the partnership at large depending on your firm's governance.

04

RemCom process changes

How can your committee make better decisions more efficiently? For instance, how can you enhance your committee's methods and tools for partner data analysis? What technology or other infrastructure would be beneficial? How can interactions with management be structured more effectively? How can communications about results be improved?

05

Overall committee governance quality

Evaluate the capabilities of committee members and pinpoint specific development needs. How can the induction process for new RemCom members be enhanced? Identify any conflicts that arose and suggest ways to mitigate them in the next round. Provide respectful yet candid feedback to the RemCom Chair on how committee leadership could be improved (consider using a confidential survey if needed). What additional measures could enhance the quality and efficacy of RemCom's decision-making?

Special note for the RemCom Chair

Remember that an After-Action-Review is a learning opportunity, not the place for airing grievances. The RemCom Chair aims to set the tone for respectful and constructive feedback to improve the reward process, free of personal attacks or blame.

This approach ensures that RemCom members can achieve one of their personal goals: spending less time in the next reward round.



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.



Get in touch

- 📞 UK: +44 20 8638 5712
- 📞 CH: +41 55 556 3300
- ✉️ hello@mhpradvisors.com

- 📍 MHPR Advisors GmbH
Ziegelwies 7, CH-8852
Altendorf, Switzerland

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