

Masterclass on ESOPs other equity-linked long-term incentives

Learning & Development Academy
by Grant Thornton in India

Delhi, Mumbai



Introduction

Employee stock option plans (ESOPs) and similar equity-linked long-term incentives (LTIs) are increasingly becoming the norm for organisations across sectors and growth stages. These incentives help organisations maximise returns for shareholders while delivering a truly distinctive value proposition for employees. While equity compensation is the most expensive form of compensation, it is also the most effective. Our research has shown that organisations that offer ESOPs show ~50% higher growth in both sales and profitability.

The top talent today is more often than not willing to forsake short-term cash-based compensation over long-term wealth-creation opportunities. Employees, especially leadership team members, who are included under an ESOP, exhibit a sense of ownership and responsibility associated with the long-term value of their organisation.

Therefore, it becomes imperative for organisations to design LTIs to create both personal as well as organisational value while balancing the equity dilution and P&L impact in a highly regulated environment.

In this interactive workshop, conducted by our experts with a collective experience of delivering on over 200 compensation plans, we will share strategic insights and tactical advice on the design, implementation and outcomes of equity-linked LTIs.

Programme agenda

- Overview of total compensation and its different elements
- Overview and comparison of prevalent types of LTIs
- When and why to use LTIs
- Understanding the key elements of an LTI plan
- ESOP design decisions and alignment with organisation and people objectives
- Financial modelling to assess ESOP design
- P&L impact of dilution across accounting standards
- Detailed walkthrough of the various implementation steps and compliances for an ESOP plan
- Balancing employer and employee needs while creating plans
- Exit mechanisms and wealth creation opportunities for employees in unlisted entities
- Communicating ESOP grants strategically to maximise the perceived benefit
- Best practices on ongoing ESOP administration
- Creating disclosures for ESOP administration

Who it is for

- HR professionals
- Compensation experts
- CFOs
- Company Secretaries
- Business owners and promoters



After successful completion of this programme, participants should be able to:

- gain strategic insights and tactical advice on the design of equity-linked LTIs
- learn implementation and outcomes of equity-linked LTIs
- learn about and create long-term wealth-creation opportunities for employees and owners

Programme schedule

Delhi: 22 - 23 February 2019

Mumbai: 01 - 02 March 2019

Programme deliverables

- Two-day training programme
- Our training material
- Certification of participation
- Post-training query management

Fees

**INR 22,500
plus 18% GST**

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Fees include cost of study material, lunch and refreshment, and access to the Grant Thornton Learning Management System and though leadership content.

Trainer profiles

R. Sridhar

Partner

Grant Thornton India LLP

Sridhar has over 19 years of post qualification experience in tax and regulatory matters.

Sridhar specialises in investment structuring, corporate restructuring, tax planning, ESOP planning, drafting, negotiating agreements, drafting MoU with state government/bodies and assistance with ongoing compliance requirements under Indian corporate laws, including foreign exchange regulations.

He started his professional journey in a leading professional

services firm, dealing with complex and varied tax and regulatory matters of multinational corporations. He then moved to Chennai, and prior to joining Grant Thornton in India, he ran a boutique consulting firm LeapRidge where he looked after tax, regulatory and M&A functions.

Sridhar is a regular speaker in fora across India, including the ICAI, ICSI and various trade / professional bodies where he speaks on foreign direct investment policy, exchange control law, special economic zones and income-tax law.

Gaurav Chaubey

Director – Advisory

Grant Thornton Advisory Private Limited

Gaurav is an experienced management consultant with deep expertise in aligning people experience and performance with organisational goals and objectives. He has over 8 years of experience in operationalising strategy and achieving execution excellence through balanced scorecard design and implementation including strategy map and performance metric design at the organisation level and subsequent cascade down to function, team and individual roles.

Gaurav is an expert in incentive design including cash-based plans, employee stock options, stock appreciation rights and phantom stock plans. He has successfully designed and implemented close to 50 such plans in India across both listed and unlisted organisations.

Prior to working with us, he was working in the Compensation & Benefits consulting practice of Mercer Consulting, where he serviced organisations from the IT products and services, pharmaceuticals, telecom and FMCG sectors.

Gaurav has spent two years as the Chief of Staff of Grant Thornton in India, where he has worked with the leadership to redesign the Firm's organisation structure and also gained hands-on experience in performance metric design and MIS architecture for business performance analytics.

Gaurav has been instrumental in the set-up, growth and development of the analytics wing of our Global Research Centre. He now leverages this experience to deliver HR analytics and insights to our leadership team.

Chetan Pandey

Assistant Manager

Grant Thornton India LLP

Chetan has worked extensively across labour law and compliances, compensation and benefits, process optimisation and HR operations. He has successfully designed and implemented multiple performance-based incentive plans including cash-based variable pay plans, incentive plans and also equity-based plans such as ESOPs.

He has experience in managing the entire design, implementation and administration of ESOP schemes. Chetan also set up the HR analytics and reporting division in his previous organisation and had a team of four reporting to him. He handled the entire employee experience piece in the HR

operations department.

He has also extensively worked on process optimisation, HRIS migration, robotic process optimisation and reporting metrics and dashboards.

His key skills include long-term incentive design, compensation and benefits management, human resources information system (HRIS) implementation and migration and labour law and compliances.

Chetan holds a B.E. in Electronics and Communication and a Master's in Human Resource Management.

Learning & Development Academy by Grant Thornton in India

Learning & Development is an upskilling service offering of Grant Thornton in India providing result-oriented finance and accounting courses to professionals and students. Our impactful programmes can be customised to help you gain skills and capabilities in your area of interest.

In a digital age, we strongly believe in retaining the advantages of a classroom environment, making the most of group learning while paying attention to resolving individual queries. Our trainers are seasoned experts who will share their journey along with best practices followed in the industry.

Learning & Development Academy will leverage Grant Thornton India LLP's rich experience in different domains across various industries and its knowledge base to share practical insights, helping participants understand and learn contemporary complex concepts.

Our other offerings

Ind AS 115 and Ind AS 116 workshop

Diploma in IFRS ACCA

Finance for Non-Finance Professionals

GST workshop

MS Office Suit training

Certification in Financial Modelling & Valuation

Learning & Development solution



Dedicated team

Team having expertise in managing training function



Cross-functional

Qualified and experienced SMEs across various functions



Multiple modes of delivery

- Face-to face
- Online live
- E-learning



Flexibility

Options to choose different modules and customise as per your requirement



Post-training support

Discussion platform and knowledge portal – MyGAAP

To know more about our solutions, please contact:

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