MICHAEL ANDERSON

Senior Incentive Compensation Analyst

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SUMMARY

Dynamic and results-driven Incentive Compensation Manager with over a decade of progressive experience in designing and implementing compensation strategies that align with corporate objectives. Expertise in leveraging analytical tools to optimize compensation programs and drive employee performance. Proven track record of collaborating with cross-functional teams to develop compensation frameworks that enhance organizational effectiveness.

WORK EXPERIENCE

Senior Incentive Compensation Analyst GlobalTech Solutions   *Jan 2023 - Present*

- Developed incentive compensation plans aligned with corporate strategy.
- Utilized advanced analytics to assess compensation effectiveness and employee performance.
- Collaborated with HR to ensure compliance with compensation policies.
- Managed the annual compensation review process, incorporating stakeholder feedback.
- Designed and delivered training sessions on compensation structures for management.
- Created detailed reports for executive leadership on compensation trends and metrics.

Compensation Consultant Incentive Advisors Inc.   *Jan 2020 - Dec 2022*

- Conducted market analysis to benchmark compensation packages against industry standards.
- Provided strategic advice to clients on optimizing their compensation frameworks.
- Implemented compensation software to streamline compensation management processes.
- Assisted in the design of variable pay programs to drive performance.
- Facilitated focus groups to gather feedback on compensation satisfaction.
- Developed comprehensive compensation reports for client presentations.

EDUCATION

Master of Business Administration (MBA), University of Business Excellence   *Sep 2019 - Oct 2020*

ADDITIONAL INFORMATION

- **Technical Skills:** Compensation Strategy, Data Analysis, HR Compliance, Performance Management, Stakeholder Engagement, Training Development
- **Awards/Activities:** Redesigned incentive compensation plans leading to a 15% increase in employee productivity.
- **Awards/Activities:** Recognized for outstanding performance with the 'Excellence in Compensation Management' award in 2020.
- **Awards/Activities:** Successfully implemented a new compensation software that reduced processing time by 30%.
- **Languages:** English, Spanish, French