



Our Mission

To help our clients assess, develop and implement performance systems and total compensation plans that translate their strategy into action and their values into practice.

Our Services

- **Executive and Board of Director Total Compensation**
- **Sales Effectiveness and Total Compensation**
- **Employee Total Rewards**
 - Variable compensation – cash-based and equity participation
 - Base salary programs – market, job and competency-based
 - Performance management
 - Performance recognition programs and practices

Clients/Markets

We work with top executives, boards of directors, sales executives and human resource executives at growing companies that are seeking to implement strategic change. Primary industries include:

- *Technology – hardware, software and systems*
- *Bio-technological and pharmaceutical*
- *Financial services – banking, insurance, investments*
- *Retail services and consumer products*
- *Light manufacturing*
- *Professional services*

Key Differentiators

What clients tell us about why they like working with us:

- You will work with highly seasoned, experienced professionals
- We integrate reliable market, benchmark and best practices data
- We develop innovative, practical and enduring solutions
- Our consulting process is one that is collaborative, engaging and efficient
- We develop critical internal capabilities to manage the process

Leadership Team

Thomas B. Wilson, President and CEO
Susan B. Malanowski, Principal
Rhonda Farrington, Principal
Plus, a team of other experienced professionals and a strong resource network

Thought Leadership

Tom Wilson has authored four books, contributed to 12 others, and has published over 30 articles. We have been quoted in leading business publications, such as the Wall Street Journal, Financial Times, Boston Globe, Boston Business Journal. We are active speakers at regional and national conferences and webinars.

Contact us

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