

## ARDEN DALIK, VICE PRESIDENT

Arden Dalik is Vice President of **THE WYNFORD GROUP**. Prior to her joining The Wynford Group she was a founding partner of RainTree consulting and with her partners, she led the Canadian Performance and Rewards practice for a major international consulting firm. She has worked in Human Resources for over 20 years and is a specialist in strategic compensation. The focus of her practice is executive pay and performance systems design and development.

Consulting assignments have included:

- ❑ **Executive compensation design and revisions for a subsidiary heavy oil company in preparation for sale. Included the assessment and revisions to private LTIP plan.**
- ❑ **The analysis and recommendation of executive pay packages for a mid-sized oil & gas organization prior to IPO. Included LTIP design and transitioning from private to public.**
- ❑ **The design of executive compensation packages for a mid-sized privately held oil & gas organization where they were based in Canada but supervised staff and operations in both Canada and the US.**
- ❑ **The assessment and design of the total compensation package for privately held utility including private LTIP plan.**
- ❑ **Total Compensation Project for a major oil and gas utility. This project included the development of a single total compensation philosophy and redesign and alignment of the compensation programs for two organizations in two different countries reporting to the same parent company.**
- ❑ **The review and redesign of executive compensation program and philosophy for a heavy duty manufacturer. This project included the alignment of shareholder objectives with the structure of the executive reward programs. The revision of performance linkages to reflect revised corporate strategy and structure was integral to this assignment.**

Arden holds a B.Comm. from the University of Calgary. She has lectured on executive and director compensation, strategy alignment, total rewards and leadership development. Arden writes frequent articles on Board and executive compensation issues.



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