

Insight on Coaching – Guest Bio

Doug Jensen

*VP & National Executive Compensation Practice Leader,
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Introduction

As the VP and National Executive Compensation Practice Leader of the Hay Group, Doug Jensen works with boards and their CEOs to establish strategies, develop programs and provide insight that influences organizational performance. Doug has 37 years of experience in all facets of human resources including many years with reward and benefits. In particular, he worked for the Pillsbury Company as Director of Compensation and Benefits.

Experience

Doug has been with Hay Group for over 25 years, and is one of Hay Group's most senior board and executive consultants.

In addition, Doug is responsible for managing Hay Group's relationship with strategic and global companies, ensuring that clients' varied needs are met across business and geographic boundaries. Among Doug's global clients are PepsiCo, PBG, Procter and Gamble, Mattel, American Express, and First Data Corporation.

He has worked for the Pillsbury Company as Director of Compensation and Benefits. Prior to joining the Pillsbury Company, Mr. Jensen held compensation and benefits positions at Frito-Lay, Inc., Dallas, Texas, and at the First National Bank of Atlanta.

Education

• Doug earned his B.A. and M.A. at Stanford University.

Professional Affiliations, Publications and Recognition

Doug has spoken extensively on reward topics to industry groups and human resources organizations. He has served on the Education Committee and the Executive Compensation Advisory Board for World@Work.

Doug is co-author of Hay Group's **The Manager's Guide to Rewards: What You Need to Get the Best for – and from – Your Employees.**