Reward CEOs and other senior executives for delivering superior long-term returns

Reward operating-unit executives for adding superior multiyear value

Reward middle managers and frontline staff for delivering superior performance on the key value drivers that they influence directly

Provide investors with value-relevant data

Require senior executives to bear the risks of ownership just as shareholders do Make strategic decisions that maximize expected value, even at the expense of lowering near-term earnings

Creating

Dividends

Up

Shareholder

Price Up



Make acquisitions that maximize expected value, even at the expense of lowering near-term earnings

Do not manage earnings or provide earnings guidance

Carry only assets that maximize value

Return cash to shareholders when there are no credible value-creating opportunities to invest in the business

Creating Shareholder Value

David Crowther

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Melnick, Praveen R. Nayyer, Michael L. 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