

Biography for Thomas B. Wilson

Wilson Group, Inc.



Tom Wilson is the founder and Principal of the Wilson Group (www.wilsongroup.com). WGI is a consulting firm that specializes in designing and implementing performance-based reward systems for executives, sales, and total organizations. His clients have included Shepley Bulfinch, Boston Symphony Orchestra, iRobot, Care.com and Dana Farber Cancer Institute.

Tom is a national authority on executive compensation and total reward systems. He has worked with numerous boards and top executives to assess the competitiveness and effectiveness of total direct compensation plans. He frequently works with Boards and executives to develop high-impact bonus and equity-based compensation plans for both public and private companies. He is the author of four books, including **Innovative Reward Systems for the Changing Workplace** and **Rewards that Drive High Performance**. He has written over 30 articles, book chapters, and special features for Fortune Magazine, the Conference Board, Financial Times, and Boards and Directors.

As Tom winds down his professional career, the Wilson Group is now being led by Susan Malanowski and Rhonda Farrington. Tom provides support to clients as needed and is also promoting his latest book, **Next Stage: In Your Retirement, Create the Life You Want**. He is helping companies address the needs for retirement planning for their “boomer workforce” and addressing risks of succession. He also helps individuals develop a Master Plan for the transition to retirement.

Prior to forming WGI, he was the National Director of Rewards for Aubrey Daniels & Associates; Partner and General Manager of New England for Hay Group, Inc.; and Director of Organizational Consulting for the Forum Corporation. He holds a Master’s degree from Vanderbilt Owen School of Management and Bachelor’s degree from Southern Methodist University. He lives in Concord Mass, and can often be found hiking the trails around Concord with his dog Ollie.