

John Hankerson

Principal & Strategic Rewards Practice Leader



CURRENT RESPONSIBILITY

John Hankerson leads Milliman's strategic rewards practice in the Northwest. John works with organizations in developing and implementing strategic pay programs that maximize the effectiveness of base pay design, incentive pay programs, performance management systems and executive compensation plans. His recent work with organizations has focused on building strong linkages between business strategy and pay program design across all employee groups.

EXPERIENCE

John has eighteen years of experience in the design and implementation of employee pay and incentive pay programs. John has worked with a number of organizations in developing employee and climate surveys, assessing the "state of the union" within organizations, and conducting "gap analyses" identifying gaps between what is desired and what is. He also has extensive experience in the design and administration of a wide variety of variable pay systems. John's consulting experience includes compensation philosophy and strategy development, short and long-term incentive design, and total compensation strategy. He has in-depth experience in the telecommunications, utility, not-for-profit, health care, pharmaceutical and high-technology industries.

AFFILIATIONS

- Member, WorldatWork
- Member, Northwest Compensation Forum

EDUCATION

- BA, Civil Engineering and English, Stanford University
- MBA, Stanford University

