

The Des Moines Register

Gibson "Gib" Bradley, President, Strategic Compensation Solutions



Job description: I provide consulting advice to companies in the areas of compensation and performance management. I assist companies in how these programs fit into an overall human resources strategy to support their business.

Background: I have spent my career in human resources, specializing in compensation. I recently retired from Procter & Gamble where I served as the director of executive compensation. I also worked for GE Finance as head of compensation and benefits.

Notable achievements: I was at GE during the era of Jack Welch's transformation of the company. He was at the center of making major changes in the compensation programs at GE during this time, working closely with Robert Wright, the chief executive officer of GE Finance at that time. Also, most recently, I supported A.G. Lafley, the chief executive officer of Procter & Gamble, in designing compensation programs to support major changes to Procter & Gamble's business strategy and cultural change initiatives.

Why I do what I do: I enjoy helping my clients find solutions to improve their company's pay programs. It's rewarding to use my expertise and experiences to give practical advice and counsel to those in leadership.

What I do to get away from work: There are several places in Des Moines I like to go to clear my mind and relax. I most enjoy going with my wife to the garden behind the Art Center and to the Capitol grounds. I'm sure the new sculpture park downtown will also be added to my list.

Words to live by: I was named after Gibson Holliday, a notable judge in Des Moines. I still have the poem "IF", by Rudyard Kipling, which Gib Holliday gave me in 1957. I believe that the verses of this poem are important words to live by.

Best business book I've read lately: "The Game Changer" by A.G. Lafley, CEO of Procter & Gamble. Lafley writes useful stories about the changes at P&G to help other business leaders implement change to improve business success. It's nice to see in print the business transformations that were achieved while I was working there.

The best place in central Iowa to entertain clients or colleagues: The Des Moines area has a number of good restaurants for meetings. You can choose informal or more formal ones as appropriate for the occasion.

One thing I would change about the Des Moines area: Have more entertainment venues in places like the East Village. It would be nice if the village had more music venues, like Blues on Grand, or a theater, like The Fleur Cinema.

My mentor: I was fortunate to have an outstanding mentor in my career. He taught me about the importance of being business-focused and how to partner with management. He helped me develop my skills to be a valued consultant to senior management.

My leadership philosophy: When managing, I tried to make sure that my team was excited about their work and achievement oriented. I wanted each team member to understand how important they were to our organization's success.