

Outside Witness Hearing FY14



David M. Glassman
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Mr. Glassman is an independent consultant working with corporate clients to design and implement value-based management and incentive compensation systems. Value-based management is a company-wide initiative linking strategy to shareholder value, setting and communicating performance goals that support the strategy, and ensuring organizational accountability for long-term results.

From 1982-2003 Mr. Glassman was a founding partner of Stern Stewart & Company, the New York-based firm that has pioneered the Economic Value Added (EVA®) approach to managing scarce financial and human resources. In 2001-03, Mr. Glassman was based in China while serving as president of Stern Stewart's China operations. His work at present continues to focus on China – in particular, on reforming key management processes to ensure a sharper focus not only on growing the enterprise, but on growing shareholder value at state-owned and other companies.

Mr. Glassman has been a featured speaker at management conferences in Shanghai, Beijing, Singapore, Hong Kong, London, Johannesburg, and throughout the United States.

Mr. Glassman received an MBA in Finance from the University of Chicago Graduate School of Business (1979) and a BA in Economics from Rutgers University (1977).

He joined the HKI Board of Trustees in 2010 and currently resides in New York City.