

The **Reward** Practice

Meet The Team



Warren Land
DIRECTOR



Working with organisations in Australia and abroad for twenty-five years, Warren has extensive experience both as a consultant and in leading the Performance & Reward function of global and publicly listed companies.

Prior to founding The Reward Practice, Warren established and led the W.A. practice for Ernst & Young (EY), Australia's largest Performance and Reward consulting house, with clients that included Boards and Executives of the majority of W.A. based ASX200 companies.

His experience includes design and implementation of board, executive and broad-based reward strategies, incentive plans and performance management frameworks.

Warren is a sought after thought leader and has facilitated representative engagements that have included a number of keynote presentations at events and forums, for both Board and Management audiences, on a variety of remuneration topics.



Bryan Cooke
PRINCIPAL



As a Chartered Accountant with over twenty-five years' experience, Bryan has consulted with companies across several sectors, providing expertise and guidance in Taxation, Remuneration and Reward.

Bryan specialises in the design and implementation of employee incentive structures, which provide alignment between performance and reward imperatives.

In his previous role as a Director at Ernst & Young (EY), Bryan worked with a cross section of Boards and Executive Management teams in both Private and Public companies.

Bryan provides thought leadership and has been a keynote speaker on Taxation matters and the effectiveness of remuneration structures for various regulatory and industry bodies over the last decade.



Lyn Lin
REWARD MANAGER



Lyn is a Manager at The Reward Practice, having joined the team six years ago with over 15 years' experience in remuneration and reward across corporate and consulting roles in Australia and New Zealand.

Prior to TRP, Lyn held in-house roles focused on Remuneration and Analytics, leading salary reviews and supporting OD initiatives. At EY New Zealand, she was a Senior Consultant in Reward, delivering bespoke and industry remuneration surveys across sectors.

She specialises in broad-based reward, including remuneration frameworks, incentive design (including sales incentives), and employee benefits for clients in Resources, Infrastructure and GTEs.

At TRP, Lyn has developed deep expertise in remuneration governance, advising on Board and Executive pay and preparing remuneration reports.

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Pardis Maghami
SENIOR CONSULTANT



Pardis began his career at The Reward Practice and returns as a Senior Consultant after working across corporate, consulting, and public sector roles.

He has over six years' experience in employment law, remuneration consulting, and workforce advisory, and

is admitted to the Supreme Court of New South Wales and the High Court of Australia.

Previously at EY, Pardis advised clients on employee equity and governance, and at an ASX20 financial institution, he focused on equity allocations, remuneration governance, and CPS 511 implementation.

His expertise spans executive and director benchmarking, incentive design, and remuneration governance and policy.



Kelvin Ramdhun
REMUNERATION CONSULTANT



Kelvin has been a consultant at The Reward Practice since December 2022. He holds a Bachelor of Commerce, majoring in Finance and Marketing, from The University of Western Australia. Kelvin joined TRP as a data analyst in August 2021, where he supported back-end analysis and developed a keen interest in remuneration consulting.

As TRP's first graduate, he transitioned into consulting and has since worked with clients across various industries, including Metals & Mining, Energy, Professional Services, and Information Technology.

Kelvin specialises in Executive and NED Remuneration Benchmarking, incentive reviews, and database management, while also supporting the team with ad-hoc analyses, board meeting memos, and updates to TRP's proprietary tools.



Indumathi Ramalingam
DATA ANALYST



Indumathi has been a Data Analyst at TRP since November 2024. She is currently studying her Masters in Business Analytics at the University of Western Australia.

She supports TRP in obtaining and capturing high-volume publicly available Remuneration data as it pertains to Executive and Non-Executive Remuneration, Short Term Incentives and Long Term Incentives. The capturing of this data allows TRP to produce quality benchmarking reports in these aspects, for our clients.

Indumathi also works in our data analytics team to develop insights which are used in various thought leadership initiatives and client projects.

Let's Talk Rem

From incentive design to executive benchmarking, we partner with clients to bring clarity and confidence to reward.

If you're planning ahead, navigating change or simply need a sounding board, our team is here to help.



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