



Remuneration Symposium 2009

Positioning rewards today to drive
your business tomorrow

Discover the latest thinking in remuneration,
addressing both current and future
perspectives on total rewards

Australian businesses are experiencing varying impacts from the current economic situation, and there is still uncertainty around forecasts for the next twelve months. The Remuneration Symposium will consider what your business can do from a reward perspective to improve current and future business performance regardless of your present circumstances.

Featuring a number of interactive presentations and workshops from key people within Hewitt's reward business, the Remuneration Symposium will provide critical insights and guidance for senior HR/Remuneration Managers and other professionals responsible for reward strategy and decision-making.

Sydney

Thursday, 27 August 2009
Justice & Police Museum
Corner Philip and Albert St
Circular Quay

Program

8.15 – 8.45am

Registration & Refreshments

8.45 – 9.00am

Welcome Address

Andrew Bell, Global Leader, Talent & Organisational Consulting, Hewitt Associates

Session 1

9.00 – 9.45am

Taking Advantage of the Neutral Zone to Drive Innovation in Reward

Richard Kantor, Asia Pacific Leader, Talent & Organisational Consulting, Hewitt Associates

Drawing on some of the leading thinking about managing transitions, this session will explore the unique opportunity that now exists to innovate and radically transform reward practices to better support the organisational needs of the future. Innovative concepts will be addressed to stimulate thinking about future approaches companies should consider as they plan for the next phase.

9.50 – 10.20am

Executive Remuneration – Where to Next?

Peter Ryan, Lead Consultant, Executive Remuneration, Hewitt CSI

There is unprecedented scrutiny of executive pay taking place in Australia. This session will consider the nature and extent of likely changes and how they will affect Remuneration and HR Managers. Specific aspects of executive remuneration that will be covered include: governance, sign-on bonuses, fixed pay, short-term incentives, long-term incentives, competitive benchmarking, termination payments and disclosure.

10.25 – 10.55am

Morning Tea

Session 2

11.00 – 11.40am

Total Rewards: A Segmentation Approach

George Liberopoulos, Senior Remuneration Consultant, Hewitt CSI

What can the reward field learn from the marketing field to assist in our decision making? This presentation will investigate the importance of developing an Employee Value Proposition (EVP) that complements your company's stage of growth and then consider how a segmentation approach can be used in reward to better understand employees and drive a competitive edge necessary to attract and retain the skills needed by your organisation.

11.45 – 12.30am

What Does Reward Efficiency & Effectiveness Mean in a "New World Economy"?

Jason White, Leader, Business Performance Improvement, Hewitt Associates

Understanding how well an organisation is managing reward now goes well beyond traditional benchmarking. Reward practitioners have a new mandate to truly understand and manage the efficiency and effectiveness of reward programs and practices across the organisation. This session will show you how to identify and analyse the key drivers of reward efficiency and effectiveness, and how these can drive business performance improvement.

12.35am – 12.55pm

What Needs to be on Your Radar Right Now?

Nick Woodward, Senior Remuneration Consultant, Hewitt CSI

So much has changed. How can your organisation be better positioned to capitalise on the new employment market? What are the results of your recent HR initiatives to address the local impact of the global financial crisis?

This is a chance to take stock and identify some of the key HR and reward issues that need to be addressed in preparation for the future. This session will leave you with a practical checklist for your organisation.

12.55 – 1.55pm

Lunch

Session 3 - optional workshops

2.00 – 3.30pm

Option 1: Executive Remuneration

Building on the morning's executive remuneration session, this workshop will discuss in further detail the most up to date and topical government announcements, regulatory changes and recommendations, and consider the practical implications of these on businesses today and for the future. Ideal for those involved in setting or reviewing executive pay, participants will have a chance to share their own experiences with the group and discuss strategies/practices that may be viable alternatives as we move forward.

OR

Option 2: Sales Commissions

Building on the morning discussion on reward efficiency and effectiveness, this workshop will look at some of the key issues surrounding sales force reward management as we emerge from the economic downturn. During the session we will discuss various techniques used to monitor the efficiency and effectiveness of sales incentives and commissions. Participants will also have the opportunity to share their own experiences and the challenges they face in managing sales force reward. Ideal for those involved in the design, management or review of sales force reward programs.

OR

Option 3: Communicating Reward Strategies & Practices

Many organisations struggle when it comes to communicating with employees about reward policies and practices, and thus may not get the best return on their reward investments. Hewitt's research has shown that having a clear understanding of how and why remuneration decisions are made has a significant positive impact on employees' perceptions of their remuneration. This session will discuss some of the common pitfalls in the communication process and provide practical steps you can take to ensure your managers and employees have a good understanding of your reward strategies and practices.

3.30 – 4.15pm

Guided Venue Tour (Optional)

The event will conclude with a free guided tour of the Police & Justice Museum, a fascinating part of Sydney's history.

Speaker Biographies



Andrew Bell

Andrew is the Global Leader for Hewitt's Talent & Organisational Consulting practice and interim Market Leader in Australia and New Zealand. Andrew oversees the work of approximately 2000 consultants worldwide in the areas of executive compensation and governance, leadership, talent and performance management, engagement, HR function effectiveness, compensation and corporate transactions and transformation. Andrew is the co-author of *Leadership and Talent in Asia: How the **Best Employers** Deliver Extraordinary Performance* (John Wiley and Sons, 2004) and a contributing author to Avery, Gayle, *Understanding Leadership* (Sage, 2003). He has been a regular conference speaker and received the HR Leader Award at the World HRD Conference in 2006.



Richard Kantor

Richard is Regional Practice Leader for Hewitt's Talent and Organisational Consulting Practice in Asia Pacific, and thought leader for our Global Total Rewards Consulting practice. Currently based in Sydney, Richard has previously held leadership positions for Hewitt in France, Spain and the United States. He consults with clients on all aspects of worldwide organisational performance, cross cultural management, and global total reward strategy and design. Richard has over 20 years' experience working with organisations to set global human resources and total reward strategies that are aligned with business objectives; evaluate performance and reward systems for strategic and cultural consistency; and design and implement performance and reward systems.



Peter Ryan

Peter has over 30 years experience in the human resources field, including the past 20 years specialising in remuneration. Peter's consulting work embraces all aspects of director and executive remuneration and associated performance measurement and governance issues. He also contributes to specialised areas of employee reward design, such as sales incentive structures. He has worked in this field extensively in both consulting and senior corporate roles. Since joining Hewitt in 2002, Peter has led or contributed to numerous Hewitt assignments in remuneration strategy, design and market analysis across a broad range of industries. He also contributes to regional projects in Asia-Pacific and global assignments involving Hewitt clients in Europe and North America.



George Liberopoulos

George is responsible for the delivery of professional remuneration advice to Hewitt CSI clients across a broad range of industry sectors in Australia. George's specialist remuneration expertise has been built on over 6 years in some of Australia's leading organisations and an additional 8 years experience in an operations and marketing capacity. George has delivered projects across all facets of remuneration including salary and benefit surveys, annual reviews, job evaluation, job matching, job banding, benefit design, executive remuneration, executive financial planning initiatives and incentive plan design.



Jason White

Jason leads Hewitt's Performance Improvement consulting practice across Asia Pacific and is also leader of our consulting practice in Australia. Jason has 14 years experience in management consulting, particularly in the areas of performance improvement and human capital management. He works with clients to identify growth opportunities through the alignment of people management practices—particularly across their key channels to market. He also has experience managing large multi-year change interventions including program management, change management, sustainability planning, and benefits realisation.



Nick Woodward

Nick currently leads a team of Remuneration Consultants at Hewitt CSI and is responsible for the delivery of remuneration projects for organisations of all sizes in a range of industry sectors. Nick's experience includes over 8 years across a broad array of total reward projects including: comprehensive market benchmarking; executive pay benchmarking; design and development of banding frameworks; implementation of job evaluation and grading structures; design and review of short-term-incentive plans for both sales and non-sales staff; reviewing policies for motor vehicles and other benefits; annual review planning and linking employee engagement and reward.

Feedback from past Remuneration Symposium attendees:

"Excellent. Well done."

"Presentation was excellent and provided good insight."

"Workshop was very valuable."

"Great substance."

"Really enjoyed the workshop."

"Very good. Topics addressed were very relevant & interesting."

"Content was very diverse and useful. Statistics were especially useful. All presenters were clear and expained each subject well."

Remuneration Symposium – Registration Form

Special Discount Offer

Register 3 or more attendees from your organisation and receive a 15% discount. To take advantage of this discount offer, please fax completed registration forms for each attendee.

Your Details (one form per person)

Name

Job Title

Organisation

Address

Telephone

Facsimile

Email

Registration (Please tick your preferences)

Date: Sydney – Thursday 27 August 2009

Location: Police & Justice Museum
Corner Philip and Albert St, Circular Quay

- Half day (Sessions 1 and 2) – \$700
 Full day (Sessions 1, 2 & 3 plus guided tour) – \$900

If you are attending the full day, please indicate your preferred workshop option for Session 3:

- Executive Remuneration
 Sales Commissions
 Communicating Reward Strategies & Practices

Are 3 or more people attending from your organisation? (please circle) **Yes / No**

If so, we will adjust your registration fees to reflect the 15% discount offer.

Method of Payment

Corporate credit card payment: Visa Mastercard AMEX

Card Number

Expiry Date

/

Cardholder's Name

Cardholder's Signature

Amount \$

- A cheque for \$ is enclosed (payable to CSi – The Remuneration Specialists Pty Limited)
 Please forward an invoice to my organisation

NOTE: Where an individual purchase is less than AUD1,000 (incl GST) this document becomes your TAX INVOICE for GST purposes upon completion of payment by CREDIT CARD OR CHEQUE. Please keep this document for your records.

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**Please forward your registration form and payment by 17 August 2009:
Either fax to +61 2 9415 3347 or scan and email to orders@csirem.com.au**

Terms and Conditions

- Prices are GST inclusive. The cost includes the event, refreshments and session notes.
- Cancellations must be made at least 7 days prior to the Symposium to be eligible for a full refund. Cancellations made after this will incur the full charge.

Head Office Level 6, 155 George St, The Rocks, Sydney, NSW, 2000, Ph: +61 2 9247 8066
Chatswood Level 12, South Tower, 1–5 Railway Street, Chatswood NSW 2067, Ph: +61 2 8440 6500
Melbourne Level 30, 360 Collins Street, Melbourne VIC 3000, Ph: +61 3 9614 6100

www.csirem.com.au