

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

New Zealand 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 practice, the Remuneration Symposium will provide critical insights and guidance for senior HR/Remuneration Managers and other professionals responsible for reward strategy and decision-making.

Auckland Tuesday, 10 November 2009
Hewitt Associates
The Axis Building
Unit 2.7, 91 St Georges Bay Road
Parnell

Symposium Program

Auckland

Tuesday, 10 November 2009

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8.15 – 8.45am **Registration & Refreshments**

8.45 – 9.00am **Welcome Address**

Rachael Finnemore, Practice Leader, Hewitt Associates New Zealand

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 **What Does Reward Efficiency & Effectiveness Mean in a “New World Economy”?**

Jason White, Asia Pacific 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.

10.25 – 10.55am **Morning Tea**

Session 2

11.00 – 11.25am **What Needs to be on Your Radar Right Now?**

Rachael Finnemore, Practice Leader, Hewitt Associates New Zealand

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.

Session 3 – Workshops

11:30 – 12:25pm **Option 1: 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 2: 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.

12.30 - 1.00pm **Optional lunch**

Speaker Biographies



Rachael Finnemore

Rachael is Hewitt's Practice Leader in New Zealand, based in Auckland. Rachael has over 15 years experience in HR and Remuneration Management and has been leading the practice in New Zealand since 2006. Rachael consults with clients from a wide range of industries to ensure their people management practices support their business objectives. As well as consulting directly with organisations, Rachael leads and mentors Hewitt's team of remuneration and HR consultants in New Zealand to assist clients in the areas of remuneration strategy and benchmarking, employee engagement, leadership and talent management.



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.



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.

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Feedback from past Remuneration Symposium attendees:

"Excellent. Well done."

"The symposium really got me thinking of what we currently do and whether it is appropriate. I also came in with many questions on my mind and all have been addressed. I will be in contact with Hewitt for future discussion."

"Presentation was excellent and provided good insight."

"Workshop was very valuable."

"Very interesting & inspiring."

"The symposium was thought provoking and gave me some interesting concepts to think about implementing in my workplace."

"Great substance."

"Really enjoyed the workshop."

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

"Excellent thinking."

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

"Great seminar. Some very interesting food for thought. Especially Richard's presentation."

"You have inspired me to look at Reward in a tactical/strategic light - love it!"

Remuneration Symposium – Registration Form

Special Discount Offers - Up to 20% off Registration Fees

Register 2 or more attendees from your organisation and receive a 10% discount.
Register before 30 September to receive an additional 10% discount.
Please fax a completed registration form for each individual attendee.

Your Details (one form per person)

Name

Position Title

Organisation

Address

Direct Phone

Facsimile

Email

Registration Details

Date: Tuesday, 10 November 2009

Location: Hewitt Associates, The Axis Building, Unit 2.7, 91 St Georges Bay Road, Parnell, Auckland

Cost: NZD\$495 + GST per person

Please indicate your preferred workshop option for Session 3 (please tick):

- Sales Commissions
 Communicating Reward Strategies & Practices

Are you able to take advantage of a lunch and further discussion with Richard and Jason after the workshop? (please circle for catering purposes) **Yes / No**

Are 2 or more people attending from your organisation? (please circle) **Yes / No**

If so, we will adjust your registration fees to reflect the 10% discount offer.

Are you registering before 30 September? (please circle) **Yes / No**

If so, we will adjust your registration fees to reflect the 10% discount offer.

Method of Payment

- Invoice (Hewitt will send you an invoice)
 Cheque for NZD\$ is enclosed (payable to 'CSi – The Remuneration Specialists Ltd)

NOTE: Where an individual purchase is less than NZD\$1,000 (incl. GST) this document becomes your TAX INVOICE for GST purposes upon completion of payment by CHEQUE. Please keep this document for your records.

CSi – The Remuneration Specialists Ltd (a wholly owned subsidiary of Hewitt Associates Pty Ltd) (GST No. 93-022-365)

Please forward your registration form and payment by 30 October, 2009 either by fax to: (09) 579 9739 or email a scan or PDF of this form to nzorders@csirem.co.nz

Terms and Conditions

- Price quoted in New Zealand dollars. GST is additional. 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.

Hewitt Edge Oct09

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