

THE 6TH ANNUAL E-REWARD CONFERENCE

The Reward Management Update 2011

23rd & 24th November 2011, London



The annual gathering for reward professionals

- ✓ *Comprehensive reward updates and commentary you won't hear anywhere else*
- ✓ *Access all the latest thinking on reward*
- ✓ *Learn what YOU need to do next year to raise your reward profiles*

Topics include:

What's worrying UK reward managers? Strategies for recession or recovery **Key trends in pay, incentives and benefits** **Future organisation and the role of reward** **Pension auto-enrolment – what it means for reward professionals** **Reward communications – a practitioner's perspective** **Company cars – top tips and trends** **How to use flexible benefits to drive employee engagement** **How non-cash rewards can have more impact than money** **Goodbye 2011, hello 2012! Case studies – five organisations share their good practice**

The only event run by reward people for reward people – BOOK NOW!

Web: www.e-reward.co.uk Tel: 0161 432 2584 Email: conferences@e-reward.co.uk



Two full days to be briefed on the year's significant reward topics, ideas, updates and fundamentals.

This annual event organised by e-reward is the culmination of a busy year observing, analysing and reporting on everything that's interesting and relevant in compensation and benefits.

A team of our top reward researchers make it their business to know your business. They spend hours and hours interviewing senior reward people in the UK and accurately compile a **fascinating picture of what is happening in the industry TODAY and a forecast for TOMORROW.**

This two-day conference is the UK's only event researched and organised by reward professionals for reward professionals.

At the end of the event you'll be able to better position yourself and your organisation to compete effectively.

5 Case studies

- Boots
- GE Capital
- Hitachi Europe
- SSE (Scottish and Southern Energy plc)
- Xerox Europe

How we make this conference work

- Each day is made up of **analysis, case studies and interactive sessions.**
- Hear and generate **insights into latest thinking** and research
- **Develop your understanding** of crucial reward issues
- **Meet and network** with other reward professionals
- **Appreciate and review** the challenges unique to the reward world



Bring your team

Remember, just one good nugget of inspiration will repay the cost of this conference 100 times over.

Why not bring your team? **Register 2 delegates and bring a 3rd free.** See the registration form on the back of this brochure for full details.

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Bonus gifts for all delegates

1

Conference Report (PDF)

Too much for you to take in at once? Don't worry, e-reward has commissioned an independent researcher to write up the conference proceedings for you. She will summarise the key points to emerge from the presentations (excluding the case studies). This in-depth and valuable report will be sent to you in January 2012.

2

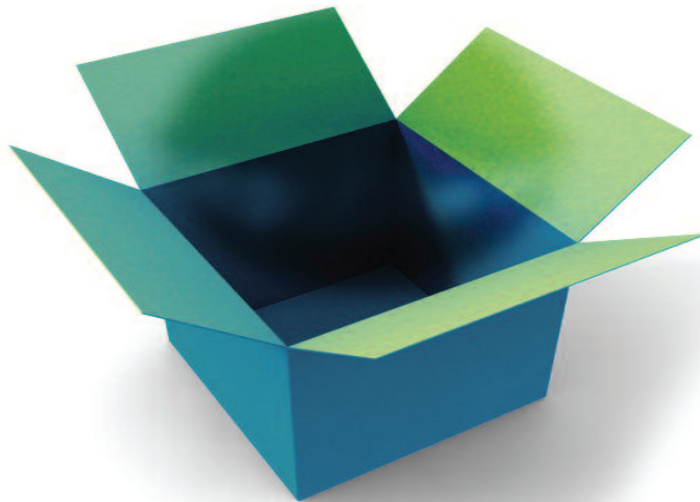
Evaluating Reward Effectiveness: What Works? by e-reward.co.uk (PDF)

A major three-part report examining how organisations approach evidence-based reward. As well as [six case studies](#), all delegates will receive a [survey of practice](#) and a 'how to' [toolkit](#).

3

The Pocket Guru: Priceless nuggets of business wisdom, by Guy Browning (paperback)

Instant, powerful advice on over 70 key business topics, tasks and themes each offering immediate answers and super-fast results.



'SPEED NETWORKING SESSION'

This high speed session during the first tea break gets you introduced to the other attendees. Bring your business cards as every 3 minutes you will meet someone new!

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Expert Analysis

The event will be chaired by Helen Murlis, Associate, Hay Group and independent consultant/executive coach.



AN OVERVIEW OF KEY REWARD TOPICS AND TRENDS

Duncan Brown, Principal, Reward and Engagement, Aon Hewitt

- What's worrying the UK's reward managers?
- Strategies for recession or recovery
- Key trends in pay, incentives and benefits
- Is a new rewards model emerging?



GOODBYE 2011, HELLO 2012!

Stuart Hyland, UK Head of Reward Consulting, Hay Group

High-level trends and findings from Hay Group's latest UK private sector reward research – *Which Way Now?* – which looks at:

- The reward developments companies are planning for 2012
- Their thoughts around reward trends and practices
- The particular nature of the link between reward and the employer brand

The session will also explore these trends in the context of how reward can support organisation performance as employers look to survive the lengthening economic challenge.



FUTURE ORGANISATION AND THE ROLE OF REWARD

Dr Jonathan Trevor, Co-Director - Centre for International HRM, Lecturer - Cambridge Judge Business School, University of Cambridge

This session reviews four organisations as they attempt to navigate the challenging waters of corporate change, competitiveness and survival. What is clear is that HR and reward have a pivotal role to play in this transformation. The implications for human capital, HR strategy and reward management are addressed.

Key issues:

- How are organisations developing with their environment and what are the implications for competitiveness?
- What are the critical capabilities required to secure sustained competitiveness?
- What are the implications for human capital, HR strategy and reward management?

FLIP IT!

It's your turn. Where we workshop your reward issues and challenges. An open forum session on how application of reward techniques and tools can deliver value in the resolution and progression of workplace challenges. Feedback and comment from peers in the group.

Led by Sylvia Doyle, Director, Reward First People Consulting.



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EMPLOYEE COMMUNICATION IN A SUCCESSFUL 21ST-CENTURY BUSINESS

Christopher Hopkins, Managing Consultant, Caburn Hope

Recent surveys have found that employees, especially graduates, don't understand their benefits and rewards (financial and non-financial), so they change jobs to attain 'better' packages. Reward packages are not being communicated effectively or in a way that resonates with the employee. This session will explore what good employee communication looks like in a modern business and how to meet employees expectations, including:

- new channels open for communicating reward such as social media, video, QR codes etc
- examples of innovation to build the employer brand and employee engagement.



DEVELOPING EFFECTIVE REWARD COMMUNICATIONS: A PRACTITIONER'S PERSPECTIVE

Debra Corey, Group Compensation & Benefits Director, Merlin Entertainments Group

- Identify your objectives
- Create your key messages
- Identify your audiences
- Determine your medium(s)
- Create a plan
- Engage with key stakeholders
- Measure the results



THE DEPLOYMENT OF LONG-TERM INCENTIVE PLANS (LTIPs) IN THE RUN UP TO AN IPO OR TRADE SALE

Mark Childs, Director, Total Reward Group

- Definitions and goals
- Typical 'exit' scenarios
- Classic LTIP design solutions
- Key considerations
- Managing different interest groups
- Risk and contingency



COMPANY CARS: TOP TIPS AND TRENDS

Elsbeth Jones, Reward Consultant, Innecto Reward Consulting

- 'Free fuel' – is there a benefit?
- Mile after mile – tax efficient mileage payments
- Going green – policy top tips
- Flexing fleet – will salary sacrifice work for your business?



PENSION AUTO-ENROLMENT AND WHAT IT MEANS FOR REWARD PROFESSIONALS

John Harding, Director, PwC

- The financial impacts of the reforms and what will this mean for the employer's reward budget – there are a number of approaches that can be taken to mitigate costs including scheme design.
- What is the most appropriate pension delivery vehicle for your organisation? Given the legislation imposed on employers, you will need to be aware of what will be required from your pension providers to support you in preparing for auto-enrolment and that the vehicle selected is 'fit-for-purpose'.
- Governance and operational challenges – pension auto-enrolment will impact across the whole organisation, particularly on payroll, HR and pensions. How will you ensure compliance at your initial Staging Date as well as on an ongoing basis?



HOW TO USE FLEXIBLE BENEFITS AS PART OF AN EMPLOYEE ENGAGEMENT STRATEGY, AND ACHIEVE A GOOD ROI ON YOUR BENEFITS

Alistair Denton, Managing Director, and Nick Courtney, Client Services Director, Edenred

- A look at how flex can help with employee engagement
- Things to consider in an employee engagement strategy
- How to achieve a good ROI on benefits



PEOPLE DON'T WANT CASH: ARE YOU SERIOUS?

Michael Rose, Director, Rewards Consulting

- Non-cash can have much more impact than money
- Recognition will often trump cash and costs nothing
- Learn how to enhance your pay programmes by using non-cash
- Hear about key research and up-to-date case studies



THE ROLE OF EMPLOYEE SHARE PLANS IN THE MOTIVATION AND RETENTION OF PERSONNEL

John Collison, Head of Employee Share Ownership, *ifs ProShare*

- Why employee share plans?
- Simple versus Complex
- Motivating and retaining employees
- Q&A

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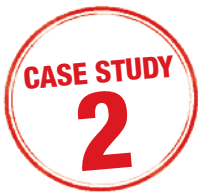
Case Studies



HOW AN ATTRACTIVE, EVOLVING BENEFITS PROGRAMME HAS IMPROVED EMPLOYEE ENGAGEMENT, DRIVEN DOWN COSTS AND AIDED RETENTION AT HITACHI

Jean Carney, European Compensation and Benefits Manager, and Caroline Gourlay, Reward Consultant, Hitachi Europe

- Overview of Hitachi – over 20 companies in the UK
- Aims of the project – to get as many of these companies on board, cutting their costs, whilst providing an improved employee benefit offering through flex
- How we went about it
- Results – cost savings, increased employee engagement
- Lessons learnt
- Keeping the momentum for the future – car salary-sacrifice scheme, extending to more Hitachi companies, looking at new benefits



SSE (Scottish and Southern Energy plc)

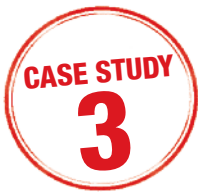
Jane Williams, Senior Executive Remuneration Consultant, Scottish and Southern Energy Plc

- External climate to remuneration
- SSE as a company: business strategy
- Remuneration strategy: facts and communication
- The process and measurement
- Business benefits and outcomes

SSE has a total remuneration strategy with a difference – it's a below market median policy for Executive and Non Executive Directors. The policy is derived from company values, the need to build a sustainable culture coupled with the drive to achieve the dividend growth targets.

The policy has the challenge to balance these business goals whilst retaining and motivating key people to lead the business. Significantly, the Directors have long-service records both in the industry and in their current Board roles.

Over the last three years a regular dialogue with shareholders on remuneration issues and proposed changes has been established as part of the teamwork culture. Remuneration is benchmarked to the FTSE 100 and FTSE 20-50 excluding Financial Services companies amongst other standards.



AN INCENTIVES AND EMPLOYEE ENGAGEMENT MASTER CLASS WITH GE

Alan Gibbons, Managing Director of The Reward Practice, Tammo E. Neuse and Kryštof Radek, GE

How GE Capital created and delivered the next-generation of reward strategies to support and engage its front-line staff through these turbulent times and beyond.



REWARDING CUSTOMER CARE AT BOOTS UK

Gary Thomas, Senior Reward Manager

- How Boots has previously used reward to support its customer care strategy
- Recent changes to improve customer care further and what this means for store teams
- How reward and recognition plays a central part in helping its people be at their best for customers



MAXIMISING THE EMPLOYEE VALUE PROPOSITION AT XEROX

Martyn Anwyl, Head of Compensation and Benefits, Xerox Europe

- About Xerox Corporation
- Our EVP
- What is the value to the employee?
- What do we do now and what will change in the future

You may also be interested in

GRP GLOBAL REMUNERATION PROFESSIONAL® Certification Preparation Courses and Exams

Reward management training in London

Total Rewards Management (GR1)
13-15 Sept 2011

Quantitative Methods (GR2)
11-13 Oct 2011

Job Analysis, Documentation and Evaluation (GR3)
15-17 Nov 2011

Base Pay Administration and Pay for Performance (GR4)
24-26 Jan 2012

Variable Pay – Improving Performance with Variable Pay (GR6)
21-23 Feb 2012

International Remuneration – An Overview of Global Rewards (GR7)
20-22 Mar 2012

Strategic Communication in Total Rewards (GR9)
1-3 May 2012

Market Pricing – Conducting a Competitive Pay Analysis (GR17)
19-21 June 2012

For more details email: courses@e-rewardco.uk or tel: **0161 432 2584**

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REGISTER NOW

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Tel: 0161 432 2584

Post: E-reward.co.uk, 33 Denby Lane,
Heaton Chapel, Stockport, Cheshire,
SK4 2RA

LONDON	Before 19 Sept 2011	After 19 Sept 2011
23rd & 24th Nov 2011	£905 +VAT SAVE £190	£1,095 +VAT
PLATINUM PACKAGE	SEND 2 DELEGATES AND THE 3rd ONE COMES FREE	

Each ticket covers attendance for one person only for the duration of this two-day event, and includes attendance at all of the plenary sessions, coffees, lunches and teas, as well as conference documentation (to be downloaded in a PDF format from conference presentations web page). This is a fixed fee applicable for full or partial attendance. Simply complete the booking form below. Then post it to E-reward.co.uk Ltd, 33 Denby Lane, Heaton Chapel, Stockport, Cheshire, SK4 2RA and we will invoice you. All bookings will be acknowledged by e-reward via email within 24 hours of their receipt. Payment terms 30 days by BACS or cheque only.

Photocopies of this form are acceptable – **BLOCK LETTERS PLEASE.**

Delegate 1

Name _____ Job title _____

Email _____

Delegate 2

Name _____ Job title _____

Email _____

Delegate 3

Name _____ Job title _____

Email _____

Invoice details

First name _____ Surname _____

Job title _____

Organisation _____

Address _____

Postcode _____

Telephone _____ Email _____

Purchase order no. _____

Before booking your place, you should read the Delegate terms and conditions.
Please confirm that you understand and accept them by checking this box

Delegate terms and conditions

PAYMENT

Payment terms: Payment (by BACS or cheque only) to be received no later than 30 days from date of invoice.

- We understand and will exercise our statutory right to interest and compensation for debt recovery costs under the late payment legislation if we are not paid according to agreed credit terms.

- It is a condition of booking that the fee is payable in advance of the event.

CANCELLATION

Delegates who advise e-reward of their cancellation in writing by 12 noon, Friday 21 October 2011 will have their fees refunded - less a 25% administration fee.

No refund will be made for cancellations received after 12 noon, Friday 21 October 2011 and failure to attend after confirming the booking will be subject to the same terms.

NAME CHANGE

Name changes are accepted at any time before the event.

JOINING INSTRUCTIONS

Final conference details and a venue location map will be sent to delegates at least three weeks before the event.

HOTEL ACCOMMODATION

Delegates are responsible for their own accommodation.

TERMS AND CONDITIONS

The programme is correct at the time of printing. However, we reserve the right to alter or cancel the programme due to circumstance beyond our control.

Where circumstances force e-reward to cancel a conference, we shall refund any fees paid for that particular event. E-reward is not, however, liable for any consequential loss.

However, if the conference is postponed for reasons beyond the direct control of E-reward, this booking will be transferred to the revised date of the event and all these Terms and Conditions shall apply to any such transferred booking.

All advice provided at this e-reward event is for general guidance only. Any delegates relying on information or advice given in the course of such training do so at their own risk. Views expressed by the speakers are their own.

CONFERENCE SCHEDULE

DAY 1

Registration 8.45 am
Day begins 9.10 am
Morning break 10.45 am
Lunch 12.30 pm
Afternoon break 2.15 pm
Close 4.45 pm

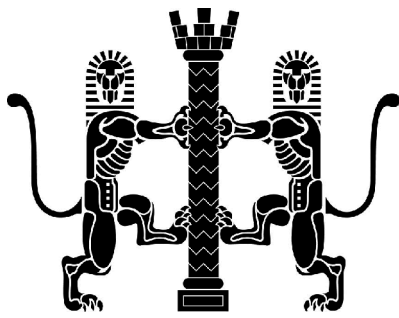
DAY 2

Registration 9.00 am
Day begins 9.30 am
Morning break 11.10 am
Lunch 12.30 pm
Afternoon break 2.15 pm
Close 4.30 pm

VENUE

The Royal Institute of British Architects (RIBA)
66 Portland Place
London W1B 1AD

(Please refer to map on next page for directions)



Royal Institute of British Architects
66 Portland Place
London
W1B 1AD

Venue Enquiries:

Tel: 020 7307 3888

Fax: 020 7307 3763

Website: www.riba-venues.com

or

General Enquiries:

Tel: 020 7580 5533

Fax: 020 7255 1541

Website: www.architecture.com

Transport Information



National Rail

The RIBA is in easy reach via London Underground from all London National Rail Stations.

Further information on timetables and realtime train information at:
www.nationalrail.co.uk
or 08457 484950



Underground

The nearest underground stations are:

Regents Park
(Bakerloo Line)

Great Portland Street
(Circle, Metropolitan and Hammersmith and City Lines)

Oxford Circus
(Victoria Line, Central and Bakerloo Lines)

Information and journey planners for the London Underground at:
www.thetube.com

Parking and Congestion charging

The RIBA is inside the London congestion charging area, information about the scheme can be found at:
www.cclondon.com

Details of parking in the area surround RIBA can be found at:
www.masterpark.org.uk

Travel information for all of London can be found at:
www.transportforlondon.gov.uk
or by calling 020 7222 1234.

