



Reward Strategies *That Work*

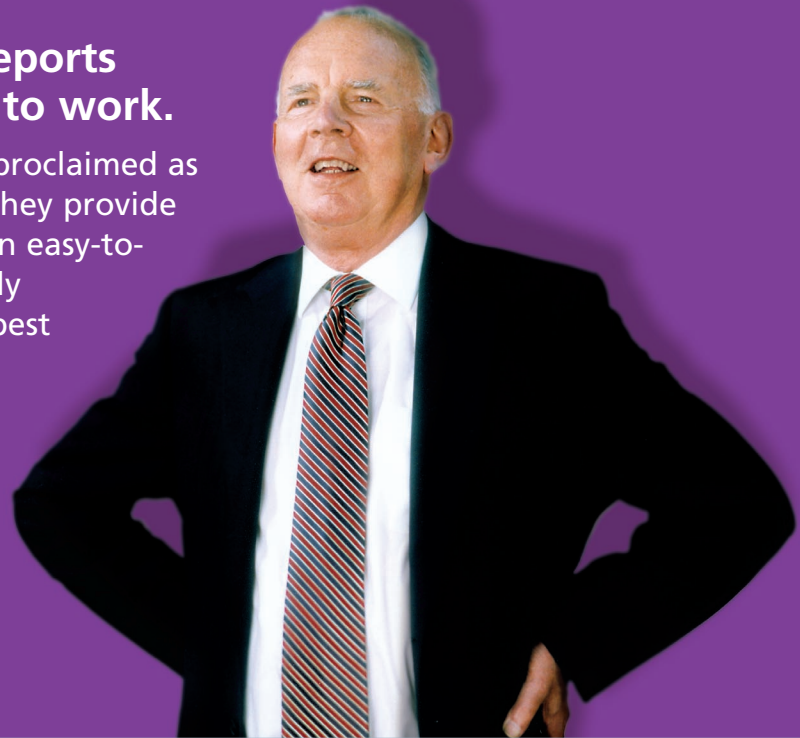
How to increase the effectiveness
of your reward management

“Simple, yet proven strategies for achieving success with your own reward policies”

E-reward’s monthly research reports – your toolkit to a better way to work.

Our monthly research reports are often proclaimed as *“the answers we’ve been looking for”*. They provide high-quality information and advice in an easy-to-read format. Solutions and ready-to-apply techniques are always highlighted and, best of all, they’re researched and written by the people you trust at e-reward.

- Michael Armstrong,
Managing partner, e-reward.co.uk



ereward.co.uk

Time and time again, the team at e-reward is asked for advice on finding the right policies and procedures for setting up great reward systems. Many of you want to learn the secrets of success – but without having to stumble around in the dark, tripping up on all the inevitable obstacles along the way!

Of course, we all want to be successful in our jobs. And being recognised for our contribution by our bosses and colleagues wouldn't go amiss either!

This is where e-reward research reports can help. Imagine being able to suggest professional and reliable ideas and solutions appropriate to all the reward management issues that regularly crop up. Ideas and comment that really impress with their relevance and content.

Instead of working like a dog, trying to come up with convincing ways to tackle all the challenges faced by reward practitioners, you can now have a wealth of information and advice – all at your fingertips. What's more, you can also gain access to an entire archive of trustworthy guidance and answers.

How can they help me?

Our research reports are like valuable golden nuggets – each one containing a wealth of information ready to help you out perform in your reward role.

- Discover from other companies which simple principles can help solve your own reward problems.
- Uncover avoidable errors that you may otherwise walk right into.

- Learn the art and science of reward management and new ways to apply what you've learnt.
- Get to know the short-cuts that will make your job a whole lot easier.

Everything we tell you is directly gained from our own expertise and the wise experience of top companies that have tried and tested everything we talk about.

Interested in our recipe for success?

Take a look at some of our recent feedback. Because of space restrictions we've only quoted a few here.

"The quality of the research reports is exceptional. I must congratulate you on the work that you do."

"We are very grateful that you are putting in so much effort to grow the reward profession by creating a repository of information. These research reports are going to open up a whole new world of knowledge to a lot of our team!"

"The publications have been an excellent read (and well researched). They have provided inspiration for a number of ideas we have introduced."

"Very well written and researched and have generated a lot of interest and discussion in our organisation."

If you're still in doubt, phone us in the office – we're lucky enough to have a bulging file of them!

Case study approach

One of the strongest reasons to subscribe to e-reward research reports is our powerful **'case-study approach'**. It gives you an over-the-shoulder view and enables you to see how named organisations plan out their own reward practices. We uncover everything from total reward and performance management to recognition and contribution-related pay.

We'll show you precisely how leading professionals are putting all the theory into practice and making it work.

The benefits you'll receive from this approach are countless. Each case study reveals:

- Exclusive insights into why the approach was taken.

- What the organisation was trying to achieve.
- How they did it.
- Who drove the initiative.
- How long it took.
- What resources were required
- How effective has it been.
- The lessons learnt – good and bad.

Our case studies are selected to maintain a balance between industries as well as reflecting a wide range of reward practices. You'll find huge amounts of relevant help and advice in all of them.

And they're guaranteed to give you a fresh, new outlook on reward management.

Don't waste any more time and money on ineffectual reward processes.

A subscription to our research reports will be one of the best business decisions you make this year.

£255 + VAT buys you a single annual subscription giving you 11 world class reports each year. That's less than £22 a month.

A fraction of what it would cost to get all this information from consultants.

Kick start your reward management role. Buying a yearly subscription will be one of the best business decisions you make this year (and we're quite sure some of the others will be inspired by these remarkable reports!).

Because our reports are based, not on opinions, but on solid research of the most effective ways to manage reward.

Because they are the best gems of wisdom we've gleaned from over 40 years of hard work, dedication and relentless search for the best ways to make reward management work.

Because they're shortcuts to whatever you want from your career in reward management.

Yours sincerely

Michael Armstrong

Managing partner, e-reward.co.uk Ltd

P.S Don't try and reinvent the reward management wheel! Learn from the success stories of other companies and start boosting your own credibility at work.

BOOKING FORM

Please enter my subscription to e-reward.co.uk research report for one year (11 issues) for the selected number of subscriber(s). Please tick one of the boxes.

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The research reports are emailed to you in PDF (Portable document format) files which can be opened using Acrobat Reader software. You can download this free of charge from the Adobe web site at www.adobe.com

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RECENT ISSUES OF *E-RESEARCH*:

Case studies

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- Airbus overhauls white-collar pay
- Total reward statements: part 1 – Case studies
- Unilever uses variable pay to change managerial focus
- Developing a pay-for-performance philosophy in a financial services company
- COLT Telecom breaks away from the dot-com model with consolidation and new pay structure
- Friends Provident uses broad bands to enable differentiation by discipline, performance and region
- Total reward supports acquisition and mass customisation strategy at RBS
- Pay in a high performance organisation: a case study of Lloyds TSB
- Strategic reward at Diageo
- Total reward and pay for performance drives GSK merger
- A guide to strategic reward: part 2 – Case studies
- Involvement, progression and fun drive reward agenda at Lands' End
- The evolution of a total reward strategy at B&Q
- Xansa uses creative reward solutions and new HR structure to manage a diverse workforce
- Broadbanding increases flexibility at Tesco
- Using flexibility to make PwC a great place to work
- Merger prompts new approach to reward at Norwich Union Insurance
- A more strategic and flexible approach to reward at Nationwide

Guides

- Total reward statements: part 2 – "How to" guide
 - How to develop a competence-related pay scheme
 - What is happening in contingent pay today: part 2 – Commentary and toolkit
 - A guide to team rewards
 - A guide to strategic reward: part 1 – Analysis
 - How to conduct equal pay reviews
 - A guide to total reward: part 2 – A seven-step implementation programme
 - A guide to total reward: part 1 – Analysis
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- What is happening to performance management
 - What is happening to grade and pay structures
 - What is happening in contingent pay today
 - What is happening in job evaluation today