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THE 9TH ANNUAL E-REWARD CONFERENCE

The Reward Management Update 2015

18th & 19th JUNE 2015, 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 can do to raise your reward profile in the year ahead*

- Is the total reward concept a dinosaur?
- Keeping it real with your reward strategy
- Get 20/20 vision when it comes to recognition
- Sales incentives – spotlight on what works
- Job evaluation gets a rebirth
- Communicating reward – how does everyone else do it?
- Executive Pay – not a dirty word anymore.
- HR analytics. We can show you how a bit of confidence makes all the difference.
- Compensation planning systems. The gift that keeps on giving. Learn how to get year round value from the solution you choose.
- Who killed performance management?



All delegates are invited to join us at our reward professionals drinks party at the end of day one. Sponsored by Curo.

BOOK NOW!

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

WELCOME TO THE 9TH ANNUAL E-REWARD CONFERENCE

E-reward has built up an unrivalled reputation since its launch in 1999 in providing research, conferences and specialist training in compensation and benefits.

Our annual update event remains the highlight in our calendar and this year is no exception.

Designed to provide a comprehensive overview and crib sheet on all the latest happenings in reward as well as those things we predict might happen, the conference provides a true business advantage for new entrants and senior managers alike.

This year's event will take up a day and a half and includes a hot breakfast to get you started as well as an informal and friendly drinks reception at the end of the first day.

“I enjoyed the variety of the programme content and have come away with a real ‘overview’ of everything that’s going on”

“Great to attend. My finger is now firmly on the pulse!”

“Good to be at an event with more of a relaxed, informal feel to it. It was easy to network with all the other reward professionals”

2015 KEY TOPICS COVERED

Compensation planning solutions Employee value proposition

Executive pay Health and wellbeing HR analytics

Job evaluation Total rewards Performance management

Recognition Reward analytics Reward strategy

Sales compensation Reward communication Variable pay

THE SPONSORS OF OUR DRINKS RECEPTION



Curo Compensation is a UK-based, technology company in the compensation planning market.

Curo has developed a web based (SaaS) application for controlling the annual salary and bonus review process within mid to large corporates. The product is global in nature and can be configured to reflect the simplest through to the most complex compensation structures and rules.

Curo sells the product both directly and through a select number of leading Talent Management Solution Providers. The solution has been implemented for compensation reviews involving over 40k employees in 48 countries covering 35 different currencies.

Web: www.curocomp.com Tel: +44 (0)203 207 9561 Email: info@curocomp.com

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WHO ATTENDS

Regulars at the annual update include anyone who has responsibility for reward or who works within the reward function in their organisation.

The update is crucial for all senior compensation professionals, but it's a fantastic overview and speedy step-up for new entrants to the profession.

Professional advisors and consultants always find the networking second to none.

“An excellent event.
I never miss it”

WHY CHOOSE E-REWARD

Nearly two decades' experience in researching and reporting on all reward matters has given our team a huge advantage and vast wealth of knowledge when it comes to compensation management.

We know what's happening behind closed doors, who you need to know, what you need know as well as what's just a flash in the pan and can safely be ignored.

Four years ago, alongside WorldatWork, e-reward launched the internationally-recognised GRP (Global Remuneration Professional) qualification for reward professionals in the UK. We now hold 25 two-day classes each year.

“A good balance of the theory
and the practice. Very useful”

E-REWARD'S EASY NETWORKING

A key part of any e-reward event is what we call 'easy networking'.

Never forced or manufactured, this conference is relaxed, informal and friendly.

The conference is an easy environment to meet other people who have chosen the same career path as you and share your issues or experiences.

On the flip side, if you just want to come and learn and leave with new ideas and guidance for the future that's great too.

THE VENUE

This year's event will be held in central London.

De Vere Holborn Bars
138–142 Holborn
London EC1N 2NQ

De Vere Holborn Bars used to be the home of the Prudential. It's an incredible venue steeped in history, but with free speedy wi-fi, rooms dedicated to learning and fantastic food.

It's located right next to Chancery Lane tube station.

“Excellent coverage of all the
key reward issues. Both now and
for the future”

“Already in my diary
for next year”

DO YOU HAVE ANY QUESTIONS OR QUERIES?

Here to help, Paul Thompson is our resident problem solver. Questions about the event or booking places for three or more people from your organisation can be directed to him.

Attending from Europe or need somewhere to stay? We can put you in touch with our favourite hotel which offers good discounts to all our attendees.

Reach Paul on **+44 (0)161 432 2584** or email **paul@e-reward.co.uk**

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PROGRAMME

E-REWARD'S 9TH ANNUAL CONFERENCE

The Reward Management Update 2015

Venue: De Vere Holborn Bars, 138-142 Holborn, London EC1N 2NQ

Date: Thursday 18th June & Friday 19th June 2015

DAY 1

Chair: Helen Murlis, Associate, Hay Group and independent consultant/executive coach

8.45 REGISTRATION AND BREAKFAST

Early birds can fuel up for the day with a hot breakfast and coffee.

9.10 WELCOME AND INTRODUCTION

Helen Murlis, Associate, Hay Group and independent consultant/executive coach

9.15 TOTAL REWARDS: A CONCEPT PAST ITS SELL BY DATE?

Duncan Brown, Principal, Aon Hewitt Consulting

The history up to 2007

What happened to totally rewarding best places to work in reality?

Fork in the road time

A high engagement, high performance model: it still works

A smarter total rewards approach for the future

10.00 MAKING REWARD STRATEGY REAL

Michael Rose, Director, Rewards Consulting

Michael will draw on extensive research, undertaken for his most recent book. In the session he will address the following questions:

What is reward strategy?

How do you develop strategic thinking?

How do you set a reward strategy?

How can you implement it?

What are the underlying issues to be addressed?

10.45 COFFEE & NETWORKING

11.00 WORKPLACE TRANSPARENCY: IS SOCIAL MEDIA TURNING YOUR EVP INTO THE EMPEROR'S NEW CLOTHES?

Mark Quinn, UK Talent Business Leader, Mercer

Changes in social media and impact on the workplace

The need for an authentic, joined-up 'deal'

The end of adversity within HR?

Relational EVP – reward's driving role

Getting it implemented

11.45 VARIABLE PAY - FORGET THE BELLS AND WHISTLES, IT'S ALL ABOUT THE IMPACT!

Stuart Hyland, Business Leader – UK Reward Solutions Consulting, Hay Group

Variable pay schemes and definitions of performance shifted their focus significantly during the recession as they looked to fill a number of roles for an organization

Schemes developed in the recession are struggling to adapt as organisations move to recovery and look for growth

So how do you develop a new approach which delivers impact for employees and the business?

What balance do you need between behaviours, values and financial metrics and what about personal, team and organisation performance?

In this session, Stuart will argue the case for a return to basics. He will urge organisations to forget the bells and whistles and think about the fundamental impact they are looking to achieve.

12.30 LUNCH & NETWORKING

1.20 GETTING RECOGNITION RIGHT FOR YOUR ORGANISATION

Debra Corey, Global Rewards Director

Why are we spending time on recognition?

How are we recognising our employees?

What have we learned and what can we do better?

2.00 CASE STUDY: INCORPORATING AN INTEGRATED HEALTH AND WELLBEING PROGRAMME INTO THE WORKPLACE

Evan Davidge, Head of Reward, Arup

Identifying key health and wellbeing challenges in the workplace

Working in partnership to develop an integrated wellbeing strategy

Tackling behavioural change to achieve successful wellbeing outcomes

Developing a wellness dashboard and 'heat map'

Building a resilient workforce – mental health initiatives

Exploring the future evolution of workplace wellness

2.45 COFFEE & NETWORKING

3.00 HR ANALYTICS: FROM DISCUSSION TO ACTION. HOW TO BUILD YOUR CONFIDENCE IN HR ANALYTICS

Deborah Rees, Director of Consulting, Innecto Reward Consulting

Deborah opens the door to achievable, meaningful analytics for your organisation. With so much talk about HR analytics and what big data means, she will ignore the hype and explain what you need to know:

How HR analytics can build a secure architecture to help HR in the quest for creditability at board level

The golden rules of HR analytics

How to get HR ready for data, analytics and science

3.45 WHAT SALES BEHAVIOUR DOES YOUR BUSINESS REALLY NEED?

Jon Clark, Director Strategy Services, Open Symmetry

The effectiveness of sales incentives is dependent on many things:

Understanding how your customers want to be sold to – we will look at changing requirements in different sectors

Understanding what will motivate your salespeople – we will look at good incentive plan design but also critical elements like role/team definition, territory alignment, quota/target setting and use of MBOs

Using technology effectively to support the sales effort – setting the sales team up for success and maintaining transparency through communication

4.30 GETTING YEAR ROUND VALUE FROM YOUR COMPENSATION SOLUTION

Ruth Thomas, Senior Consultant, Curo Compensation

When deciding on a compensation planning system, you need to ensure year-round value, not just provision of functionality for three-months of the year during the actual salary and bonus review process. Curo will present how its clients:

Get value year-round

Leverage 'always current' compensation data

Use its application reporting and modelling capability pre- and post- the review cycle

4.50 DRINKS RECEPTION – SPONSORED BY CURO

Join us for a glass of wine and some nibbles after the event.

Many colleagues from the reward industry will be there so it's a great place to catch up or wind down.



5.45 CLOSE OF DAY 1

DAY 2

8.30 JOIN US FOR BREAKFAST

Early birds can fuel up for the day with a hot breakfast and coffee.

9.00 A NEW ERA IN JOB EVALUATION? CHANGING JOB EVALUATION PRACTICES TO REFLECT CHANGING BUSINESS NEEDS

Vicki Badham, Head of Reward Practice, QCG

Building on QCG's recent research into job evaluation practices, and drawing on client case-study examples, this presentation will cover:

The range of different job evaluation practices being used and the drivers of change to those practices

Main issues organisations are facing in relation to job evaluation

How organisations are actively tackling those issues

9.45 SHIFTING THE PERFORMANCE NEEDLE: REWARD COMMUNICATION THAT ENGAGES, INSPIRES AND MOBILISES YOUR PEOPLE

Christopher Hopkins, Director and Lead Communication Consultant, Caburn Hope

How companies are doing this

New technologies/New challenges

Case studies, including Unilever, ARUP

10.30 COFFEE & NETWORKING

10.45 WHO KILLED PERFORMANCE MANAGEMENT?

David Chambers, Interim Performance Manager, Barclays Africa

The employee

The manager

The reward manager

The performance manager

... and what do we do now?

11.30 EXECUTIVE PAY: NEW TRANSPARENCY, NEW APPROACH?

Andrew Menhennet, Director, Yellow Hat

A look at how executive pay policy and practice has moved on in the first year of the government's new remuneration reporting regime. Drawing on e-reward research *A New Remuneration Reporting Environment One Year On*, the session will provide an overview of the level and structure of executive pay at the UK's largest corporations and examine whether the government's claims to have stopped the rot in executive pay are justified.

What is the level and typical structure of executive pay in FTSE 100 institutions?

Are increases in executive pay still rising at a higher rate than increases for everyone else?

What are companies doing to make their executive pay arrangements more transparent and understandable to the person in the street?

What new information has the new remuneration reporting regime brought to light?

12.30 CLOSE OF CONFERENCE

REGISTER NOW!

Duration: 1.5 days

 www.e-reward.co.uk  paul@e-reward.co.uk  +44 (0)161 432 2584

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

Fees

LONDON

Thursday 18th June & Friday 19th June 2015
(12.30 finish)

Before 31st March 2015

£470 +VAT (save £50) per delegate

After 31st March 2015

£520 +VAT per delegate