



E-REWARD PRESENTS SHOWCASE ON COMPENSATION PLANNING SOFTWARE

WHEN:

Wednesday 26TH APRIL

Our conference is only a short time away now and we are looking forward to welcoming you to the event.

WHERE:

Copthorne Tara Hotel, Scarsdale Place, Kensington, London, United Kingdom W8 5SR (GPS W8 5SY)

SCHEDULE:

Registration starts from 9am. The conference will close at about 5.30pm (our **drinks reception** takes place from 4.45pm).

HERE ARE THE:

- Administration details
- Programme timings
- Speakers details
- Sponsor profiles

GET IN TOUCH:

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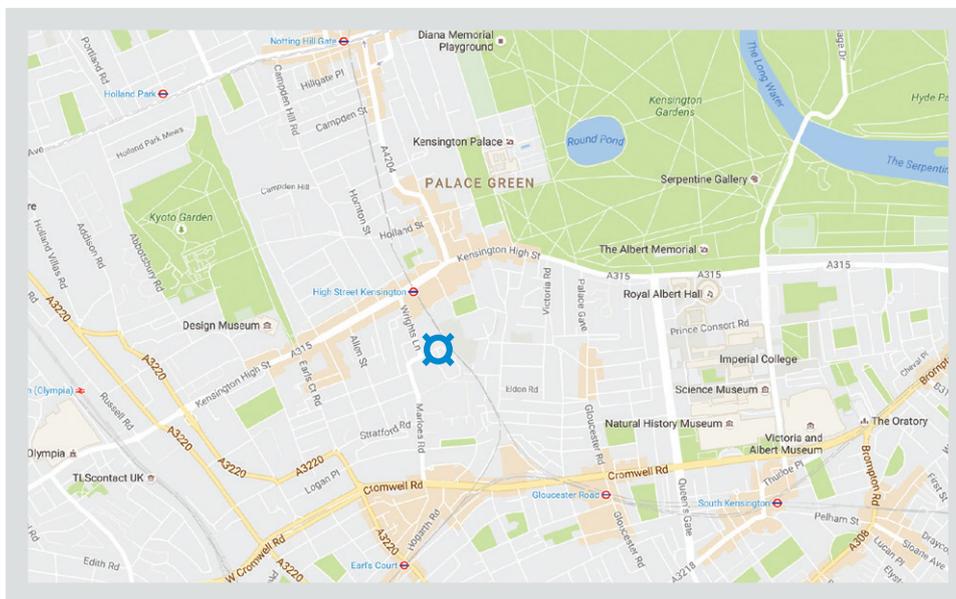
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VENUE AND ADMIN. DETAILS

The venue

Copthorne Tara Hotel, Scarsdale Place, Kensington, London, United Kingdom W8 5SR
(GPS W8 5SY). T +44 (0) 20 7937 7211



Getting there

The Copthorne Tara Hotel London Kensington is a four-star hotel in prestigious Kensington. It's located just a two-minute walk from High Street Kensington underground station. The station is on the **Circle line** between Gloucester Road and Notting Hill Gate, and the **District line** between Earl's Court and Notting Hill Gate.

Documentation

All of the available speaker presentations for the conference will be added (in PDF format) to a special page on the E-reward web site, accessible to delegates only. We will email you details about how to download them as soon as we receive the presentations from the speakers.

If any speakers are unable to get their slides to us on time we aim to email them to you the day after the conference.

No hard copies of the documentation will be available on the day of the conference. We will, of course, be providing plenty of notepaper and pens for note taking during the day.

Special requirements

Please let us know if you have any special requirements as soon as possible so we can plan accordingly.

Hotel accommodation

Delegates are responsible for their own accommodation. To reserve your accommodation at the Copthorne Tara, please visit the hotel's online registration page (Note: we don't have any discounts codes):

www.millenniumhotels.com/en/london/copthorne-tara-hotel-london-kensington

PROGRAMME

Intensive roundtable discussions will take place at each stage in the process, and delegates will be able to carefully construct a project plan suited to their own particular circumstances. In addition, our seminar leader, Alan Gibbons, **will welcome delegates' questions and concerns in advance, so that these may form a focal point for discussions throughout the day.**

9.00: REGISTRATION AND NETWORKING

Showcase

Join us for breakfast whilst visiting our exhibitors

10.00: INTRODUCTION – A GUIDE TO THE OBJECTIVES OF TODAY'S EVENT

10.05: PREPARATION IS EVERYTHING – USING SIMPLE TOOLS AND GUIDELINES FOR YOU TO STREAMLINE AND SIMPLIFY YOUR REWARD STRUCTURES PRIOR TO SOFTWARE SELECTION

Let's face it – our existing pay arrangements are rarely textbook perfect – issues about internal grading relativity and fit with the external pay market exist even in the world's top companies. However, some simple housekeeping can transform your current practices and make them 'fit for purpose' in terms of being able to choose and implement new systems at least cost and minimum disruption.

So, before selecting the right software, it's vital to create effective pay and grade structures ready for transition into the most suitable compensation planning systems. This session introduces delegates to an easy-to-use 'Rewards Toolbox', designed in 2016 for one of the world's leading pharmaceutical companies. It was used to streamline its reward practices across 60 countries. This exciting methodology has never before been publicly showcased.

It will enable delegates to understand the task ahead of them, and to ensure that their compensation practices are properly aligned prior to any software selection initiatives. Using this toolkit approach, companies can quietly put their house in order and be assured that their internal and external rewards strategies match the best in the business and are ready to integrate with the right compensation software.

Alan Gibbons, Managing Director, The Reward Practice

10.40: CASE STUDY: TRAVELEX

SELECTING SOFTWARE IS EASY. SELECTING THE RIGHT SOFTWARE IS HARD

A recent study of approximately 600 business and IT executives revealed that 75% of respondents admit that their software projects are either always or usually 'doomed right from the start'. This illustrates the complexity of selecting software that meets the unique needs of your organisation.

This session will guide you through the journey **Travellex** took from identifying software need at last year's E-reward Compensation Software Showcase to sales compensation technology purchase in December 2016. Travellex and OpenSymmetry will share what it takes to go from need, to a recognised project, to selection, and finally to purchase. Our co-presenters will walk you through four key components, along with best practices, for a successful technology selection:

- the case for automation
- key requirements and considerations
- vendor evaluation
- purchase justification.

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Robyn Brack, Global Head HR Operations, Travellex, and James Mulligan, Regional Sales Director, EMEA, OpenSymmetry

11.20: SHOWCASE

A chance for refreshment whilst visiting our exhibitors

11.40: DECIDING ON THE FUNCTIONALITY YOU NEED: WHAT COULD THE RIGHT SOFTWARE DO FOR YOUR BUSINESS?

There is no single template of functionality – all compensation planning systems are different. But then, so are you – let's examine what's on offer, what can be customised, and how to create your ideal **system specification**. Great vendors know that your company is in a unique position, and will do all they can to accommodate your needs and make the system work for you from Day 1.

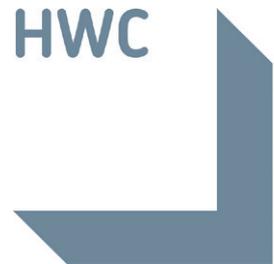
Alan Gibbons, Managing Director, The Reward Practice

12.15: TALES OF THE UNEXPECTED . . .

HWC's presentation will look at a typical day in the life of a reward professional and what that means for us as reward software providers. We will explore some of the more frequently asked questions; some of the challenges that we have faced and we will show why sometimes 'it's just a simple change' never quite ends up like that in reality. For us at HWC, a successful implementation and ongoing use of compensation software can only be guaranteed when you have the right partnership between client and provider: both working towards shared aims and objectives; both with clear expectations of the roles each party will play. This presentation will help to show you how you can achieve this.

Featuring a mini case study: WPP

*John Thrower, Managing Director, HWC, and Claire Bedwell, Client Services Director, HWC
Jake Bowyer, Reward Analyst, WPP*



12.45: JOIN US FOR LUNCH

SHOWCASE

A chance for refreshment whilst visiting our exhibitors

1.35: FROM ADMINISTRATORS TO MODELLERS – MAKING EVERY BIT OF FUNCTIONALITY COUNT

Well-chosen software will streamline reward functionality and activities – but more awaits. You need to demand tailored user experiences and embrace advanced modelling applications which will turn you from a reward professional into an influential business partner and master of talent management. We explore how you can take full advantage of what's on offer and ensure it's included in the packages you invest in.

Alan Gibbons, Managing Director, The Reward Practice

2.10: CASE STUDY: DHL SUPPLY CHAIN

OUR COMPENSATION TECHNOLOGY JOURNEY

Having recently started a project to implement a global compensation management system for 30,000 employees in 50 countries, Andrea will present an overview of:

- The background and business case for the system
- The compensation software selection process
- Key learnings and practical recommendations to select the best vendor and get business backing for your investment

Andrea Rae, Senior Director Global Compensation & Benefits, DHL Supply Chain

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2.40: SHOWCASE

A chance for refreshment whilst visiting our exhibitors

3.00: TAKING THE GUESSWORK OUT OF VENDOR SELECTION – CHOOSING YOUR PARTNERS WITH CONFIDENCE

Having assessed your specific needs and done some internal housekeeping, you can open your heart to a range of suitable vendors. We will look at the best-structured approach to doing this quickly and with authority, and especially how to make difficult decisions which are best for you and your company.

Alan Gibbons, Managing Director, The Reward Practice

3.35: SUPPLIER PRESENTATION: IBM



4.05: A FINAL REVIEW OF THE PROCESS – HOW YOU CAN FIND OUT MORE AND THEN MAKE INFORMED DECISIONS

A concise round-up of what we have learned today, including the key decisions and activities which will ensure that your software selection process is a complete success.

Alan Gibbons, Managing Director, The Reward Practice

4.15: PANEL SESSION – PUT YOUR QUESTIONS TO OUR PANEL OF EXPERTS

4.45: DRINKS RECEPTION

5.30: CLOSE OF CONFERENCE

SPEAKERS

SEMINAR LEADER: ALAN GIBBONS



Alan is Managing Director of The Reward Practice and is one of Europe's best-known rewards professionals. He had been a Rewards Consulting Partner with both KPMG and PwC, and was also the Global Heads of Reward and Performance Management at Accenture until founding the Reward Practice with a number of former colleagues.

Over the last 25 years, Alan has worked with a large number of Fortune 500 and FTSE 100 companies and has specific rewards experience in banking, retail, brewing, manufacturing, communications and hi-tech companies. He has helped a range of companies with mergers and acquisitions, and has a reputation for getting things done. In the public sector, he has worked extensively in the health service, the police and prison services, and in the education sector. His

interests are varied, and currently include the design of more effective incentives, the reduction in HR costs, value-based rewards programmes and the link between risk and rewards in banking.

Claire Bedwell

Client Services Director, HWC



Client service through and through – directly responsible for the design, implementation and administration of many bespoke reward and remuneration technical solutions. In her 16 years with HWC, Claire's driving passion is to work in partnership with clients and prospective clients to ensure they receive the system they really need, without the need for compromise.

Robyn Brack

Global Head HR Operations, Travelex



Robyn never stops endeavouring to provide world class service to her colleagues across Travelex who are focused on delivering the frictionless flow of money around the globe. In her role as Global Head HR Operations, her remit includes reward and benefits, HR technology, payroll, recruitment, learning, HR analytics and colleague HR support.

Robyn is passionate about delivery and strives to continuously improve the delivery model via great people, streamlined business processes and best in class cloud technology. Her professional background spans 25 years. Originally from Australia, her career in the UK, Singapore and India has included entrepreneurial spirit in the dot-com boom era to senior management appointments leading multi-cultural teams.

James Mulligan

Regional Sales Director, EMEA, OpenSymmetry



James has been working with organisations to help deliver effective variable pay plans since 2006. With over eight years' experience, he has a unique insight into how packaged software can help reduce risk, increase visibility and help better align front line staff with organisational goals. James started his career as a consultant with Varicent Software in Canada and moved to the UK to set up international offices in 2008. When Varicent was acquired by IBM in 2012, James moved into a subject matter expert role within its sales performance management group. In 2014 he joined OpenSymmetry to lead EMEA sales and bring an industry expert to the firm's customers.



Andrea Rae

Senior Director Global Compensation & Benefits, DHL Supply Chain

Andrea is an experienced reward professional with a strong background in HR technology. In her current role, she is responsible for strategic projects and systems within the global C&B centre of excellence, working with the regional teams to implement high quality, standardised compensation plans, processes and technology solutions. Prior to working in reward, Andrea held various management roles at DHL in the areas of HR management information, employee surveys and HR Systems, having previously worked as an IT consultant for Oracle.



John Thrower

Managing Director, HWC

A blend of leadership, strategic forward thinking, tactical implementation and plain old roll up your sleeves and get stuck in. In his 16 years with HWC, John has always led the company's technical innovation and been at the forefront of its product development.

SPONSORS

Thank you to our headline sponsor, OpenSymmetry, as well as our other sponsors HWC, IBM, beqom and PeopleFluent for supporting the conference.

HEADLINE SPONSOR

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OpenSymmetry (OS) provides end-to-end sales performance management (SPM) consulting services, from strategy work and data services to implementation and post-implementation services, in partnership with the leading SPM technology vendors in the industry. With over two million payees enabled by OS solutions, OpenSymmetry is committed to creating the best possible user experience for sales technology solutions and enabling clients to have sustainable SPM environments, whether through operational self-sufficiency or through OS managed services. Since 2004, OS has completed over 1,500 successful SPM projects for more than 500 clients ranging from SMEs to enterprise-level companies across four continents.

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We make managing compensation simple, so you can design and implement reward programmes that have the biggest impact. Whether you have an elite global talent pool of 100 executives or need to look after 100,000+ employees, a small dedicated team provides the same bespoke and intimate service. We build our solutions to fit our client's remuneration plans and processes, both now and in the future – each client we work with is different in their needs, approach and solution to implement. We believe you should never have to adapt your processes or ambitions to the limitations of standardised software. It's your solution, built without compromise.

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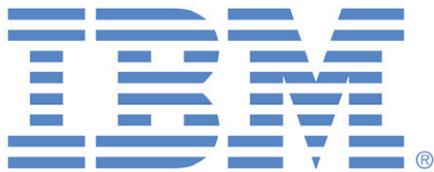
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Our mission is to make the workforce of our customers happy. beqom drives happiness by allowing business managers to lead, align and motivate employees and partners. The beqom Total Compensation platform is used globally across all industry sectors by over 100 large companies such as Microsoft and Vodafone. It addresses all performance and compensation aspects such as salary review, bonus, long-term incentives, commissions, benefits, non-cash rewards and all key drivers for employee performance and sales performance. HR, sales and finance leverage our platform to drive performance, retention, cost optimisation, efficiency, compliance and ... happiness among their people.

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