

EXECUTIVE COMPENSATION & BENEFITS

2005

Conference | 25th - 26th October 2005
Pre-Conference Workshops | 24th October 2005
Hilton Hotel, Singapore

Attracting, Retaining and Motivating Employees through an Innovative Programme Aligned to Strategic Goals

Benefits From Case Studies From These Leading Companies!

BG GROUP PLC

KEPPEL CORPORATION

SUNTEL

DANONE ASIA

HEWLETT PACKARD

FIRST PHILIPPINE HOLDING CORPORATION

GLOBE TELECOM

CISCO

SEAGATE TECHNOLOGY

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PRIME MINISTER'S OFFICE

NANYANG TECHNOLOGICAL UNIVERSITY

SINGAPORE INSTITUTE OF MANAGEMENT

HEWITT ASSOCIATES

BLACK MOUNTAIN ASIA

THE HAY GROUP

Gain complete mastery of compensation & benefit methodologies by discovering how:

- **Danone Asia** manages international compensation to meet the challenges of the new economy
- **Hewlett Packard** leverages on a successful flexible benefits policy framework to keep up with economic changes and realities
- **Keppel Corporation** links compensation & benefits to shareholder value creation

PLUS!

Don't miss our highly interactive Pre-Conference Workshops:

- A:** DEVELOPING MEASUREMENT METRICS FOR YOUR PERFORMANCE-BASED COMPENSATION AND BENEFITS PROGRAMME
- B:** MANAGING AND IMPLEMENTING ON-LINE TOTAL REMUNERATION AND FLEXIBLE BENEFITS
- C:** EFFECTIVELY MANAGING INTERNATIONAL EXECUTIVES TO MEET YOUR BUSINESS NEEDS

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** Offer does not apply to Workshop only bookings. Vouchers are transferrable.



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International Quality & Productivity Center

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Our workshops are in-depth and concise training courses to give you real world, practical insights through interactive exercises, discussions and case study analysis. Book on today to gain the most out of your conference experience!

WORKSHOP A
08:30 - 11:30

DEVELOPING MEASUREMENT METRICS FOR YOUR PERFORMANCE-BASED COMPENSATION AND BENEFITS PROGRAMME

This workshop will help you to develop performance metrics for the implementation of performance-based compensation and benefits. How do you segment your employees for reward programmes? What guidelines can you use to determine their performance? How do you determine how much is made available to employees? All these questions and more will be answered to help you implement your own performance-based system.

- * An overview of the challenges plaguing a performance-based wage system
- * Measuring performance with metrics - key considerations and control
- * Designing a flexible compensation and benefits programme that can meet the challenges of the external economic environment and corporate objectives

Kumudini Welmillage
Head of Human Resources
SUNTEL

WORKSHOP B
12:30 - 15:00

(Including
Networking Lunch)

MANAGING AND IMPLEMENTING ON-LINE TOTAL REMUNERATION AND FLEXIBLE BENEFITS

This highly interactive workshop will help you to develop a system that allows information to be passed to employees in an electronic format that includes the full benefits of the employment package. It will also identify key areas of a remuneration package that are often over-looked and help in ascertaining the value of those areas such that the total value of the compensation can be made transparent to the employee. More importantly, Graham will take you through what is necessary to make the benefits package "flexible", without the administrative headache.

- * Putting a value on benefit packages and identifying the total cost to the company
- * The effects of transparency on the employee and what information should or should not be revealed
- * Identifying what benefits can be made flexible and assessing its advantages and disadvantages
- * Implementing information online to cut costs and improve efficiencies

Graham Corner
Managing Director
BLACK MOUNTAIN ASIA

WORKSHOP C
15:30 - 18:30

EFFECTIVELY MANAGING INTERNATIONAL EXECUTIVES TO MEET YOUR BUSINESS NEEDS

With an increasingly global workspace and changing attitudes towards working overseas, there are more expatriates than before and it is increasingly important to be able to manage them effectively. There is also the challenge of motivating employees to move overseas to fill skill gaps and transfer knowledge as operations globalise.

- * Designing a compensation and benefits package to attract and manage key foreign talents
- * Encouraging job mobility and the willingness to move overseas for job assignments
- * Managing the cost and tax considerations of international executives

Christine Kho
Principal Consultant
THE HAY GROUP



Day One - Wednesday 25 October 2005

08:30 Register Yourself and Grab a Cup of Coffee

09:00 Chair's Welcome and Opening Remarks

Emily Esguerra
Head of HR Operations
GLOBE TELECOM

09:15 Speed Networking Game: Get to know each other better and win a prize!

09:30 **DEVELOPING A PAY-FOR-PERFORMANCE & FLEXIBLE COMPENSATION AND BENEFITS PACKAGE**

CASE Study

For most organisations, designing the proper mix of compensation programmes to support performance is a unique challenge. The underlying principles of these compensation programmes however are adaptable to most organisations. See how the Public Service Division develops compensation strategies for the Singapore Civil Service that are performance-driven and responsive to economic and market conditions.

- Developing a flexible framework to link compensation to performance
- Benchmarking practices to remain competitive and retain key talents
- Setting practices that will guide the industry as Singapore's largest employer

Speaker to be Confirmed
Public Service Division

PRIME MINISTER'S OFFICE

Visit www.iqpc.com.sg/AS-3140 for more details

10:15 **IMPLEMENTING A SUCCESSFUL PERFORMANCE-BASED PAY SYSTEM**

EXPERT Insights

The success of a performance-based pay system rests mainly on the manager's ability to objectively assess the performance of their staff. Otherwise, the system will fail in its objective of motivating or encouraging employees to contribute productively. This session will detail:

- * Analysing the use of Behaviour Anchored Rating Scales (BARS) in performance appraisal
- * Successfully implementing and managing a Results-Based Appraisal System
- * Training managers in establishing performance measures and managing for commitment

Teong Wan will draw on his vast experience in implementing strategic performance measurement, management and appraisal systems to highlight the key features of a results-based management and appraisal system that will help managers achieve a cost-effective performance-based pay system.

Ong Teong Wan
Consulting Partner

SINGAPORE INSTITUTE OF MANAGEMENT

11:00 Morning Tea and Time to Network

11:30 **EFFECTIVELY RETAINING AND MOTIVATING STAFF WITH YOUR COMPENSATION AND BENEFITS PROGRAMME**

CASE Study

Retaining key talents and being able to motivate them are often touted as the key reason for designing a compensation & benefits programme. Join Reynaldo as he details about:

- * Managing the rate of attrition to meet the company's strategic need for employees and talents
- * Retaining employees through an integrated compensation and benefits approach
- * Understanding the motivating factors in a compensation & benefits programme

Reynaldo R Sarmenta
Vice President - Human Resources

FIRST PHILIPPINE HOLDING CORPORATION

12:15 **DEVELOPING A ROBUST AND FLEXIBLE BENEFITS POLICY FRAMEWORK**

CASE Study

The ever-dynamic and volatile economic environment necessitates a flexible programme to ensure that your company remains competitive and sustains its initiatives. How much is enough? How can you take into account possible volatility in the market? Join Stephen as he shows you how he led HP in developing a flexible benefits policy framework that helped HP effectively manage costs through rough economic times.

- * Utilising appropriate consultation and incorporating input from stakeholders
- * Assessing the framework using performance measurement techniques

Stephen Chong
Human Resource Director
HEWLETT PACKARD

13:00 Lunch - Meet the Speakers and Share Ideas

14:00 **EFFECTIVELY MATCHING REWARDS INCENTIVE PLANS TO DIFFERENT PARTS OF THE BUSINESS**

CASE Study

Different business segments within the company are responsible for distinctive elements of the business. In CISCO, employees from diverse cultures and continents, combine their unique experiences and skills in helping the company succeed. Greg will show you how he matches rewards and incentives to the different areas within CISCO to motivate and ensure organisational success.

- * Managing various dimensions of reward/incentive plans
- * Implementing variable pay schemes
- * Ensuring fair and equitable distribution of rewards and incentives across the group

Greg Grimes
Senior Director HR, APAC
CISCO

14:45 **REVIEW OF DIFFERENT COMPENSATION AND BENEFITS PROGRAMME: WHAT WORKS AND WHAT DOESN'T?**

Tea Time INTERACTIVE Discussion

This discussion is your chance to bring to the table compensation and benefits programmes that you wish to implement and discuss them with the relevant speakers. Would this programme work in your context and your situation? Query the experts and find out.

- * Latest tools and methodologies of compensation and benefits available
- * Review of long term and short term benefits and their effects
- * Upcoming trends in compensation and benefits and what you need to do to keep up

Facilitated by:

Christine Kho
HAY GROUP

Bryan Lim
BG GROUP PLC

Julia Smith
HEWITT ASSOCIATES

15:30 Afternoon Tea

16:00 **ENSURING EQUITABLE AND FAIR REWARDS AND INCENTIVES TO DRIVE BUSINESS SUCCESS**

CASE Study

Reward programmes serve to facilitate desired behaviours, performance and strategic focus. It is critical to ensure that rewards are equitably linked to the value-add and performance of each business segment and function. Bryan, who has more than 10 years of regional HR, C&B and business experience, will share how you can maximise the impact of various rewards programmes in your organisation.

- * Establishing the foundation and linkages for equitable distribution
- * Identifying the strategic business drivers & KPIs
- * Implementing appropriate 'at risk' elements to drive desired performance

Bryan Lim
Human Resources Manager, Asia Pacific
Compensation & Benefits Leader, Asia Pacific & Middle East

BG GROUP PLC

BG Group is a global natural gas business. Active on five continents in over 20 countries, it operates four business segments - Exploration & Production, Liquefied Natural Gas, Transmission & Distribution and Power Generation.

16:45 **SUCCESSFULLY COMMUNICATING REWARDS: GETTING THE MOST VALUE FROM YOUR REWARD PROGRAMS**

EXPERT Insights

How do you communicate changes to the compensation and benefits package to your employees? Communicating the changes effectively and encouraging buy-in is essential, as there can be unexpected and undesired reactions from the employees.

- * Results of Hewitt's latest survey on transparency in reward communications
- * Best practices in communications - what leading companies are doing and why
- * When things go wrong - common mistakes that companies make when talking to employees about pay
- * Creating a unique reward brand for your company

Julia Smith
Compensation and Benefits Practice Leader - SEA

HEWITT ASSOCIATES

17:30 Final Q&A and Chair's Closing Remarks

"Practical experience, the "how" part was shared well"
- Great Eastern Life



Day Two - Thursday 26 October 2005

08:30 Re-Register and Enjoy Your Morning Coffee

09:00 Chair's Welcome Back to the Conference

Emily Esguerra
Head of HR Operations
GLOBE TELECOM

09:15 **LINKING EXECUTIVE COMPENSATION TO SHAREHOLDER VALUE CREATION**

CASE Study

Keppel Group's restructuring in 2001 involved a re-assessment of the Group's core competencies. Central to this process was inculcating their senior executives on the importance of creating shareholder value. Over the last 4 years, Keppel has divested S\$3.7b of non-core assets and generated a CAGR Total Shareholder Return of 53% from 2002 to 2004, turning EVA positive in 2004. Beyond value creation and measuring that through the use of EVA, the third element of their long-term strategy of creating sustainable value links executive compensation to EVA performance. In this session, Nik, will share the experiences of implementing an EVA-linked incentive scheme for top executives across the Group.

- * Developing a framework to link incentives to value creation
- * Implementation tips for transitioning from existing incentive systems
- * Balancing between centralised group compensation objectives and diverse business unit's business requirements

Nik Ho
Deputy General Manager for Compensations & Benefits
KEPPEL CORPORATION

10:00 **UTILISING THE INTERNET AND ONLINE TOOLS TO FACILITATE TOTAL REMUNERATION AND FLEXIBLE BENEFITS**

EXPERT Insights

The world has become tech-savvy. The internet and online tools have demonstrated an ability to drive efficiency improvements and change the way business is conducted. Shouldn't compensation and benefits also benefit from this tool? Graham will show you how you can leverage online tools to:

- * Assess the true cost of the compensation and benefits package to the company
- * Motivate employees through the transparency achievable in an online system
- * Identify what is necessary to take the information online

Graham Corner
Managing Director
BLACK MOUNTAIN ASIA

10:45 Take a Break and Enjoy the Refreshments

11:15 **MEASURING AND IMPLEMENTING A PERFORMANCE-BASED PAY PROGRAMME THROUGH A MATRIX STRUCTURE**

CASE Study

As Sri Lanka's fastest growing telecommunications company, Suntel has been growing tremendously and key to this is Suntel's ability to attract and retain key talents in the industry. In order to achieve this growth, Suntel has adopted a matrix structure of performance measurement that determines the compensation and benefits packages available to each executive.

- * Accessing and linking performance to compensation and benefits through a human resource matrix system
- * Setting guidelines for executive compensation through proper and integrated performance appraisal

Kumudini Welmillage
Head of Human Resources
SUNTEL

12:00 **OFFERING COST EFFECTIVE COMPETITIVE COMPENSATION & BENEFITS**

CASE Study

Retaining competitive advantage lies in a successful combination of talented people and constant innovation. It is extremely important to retain and attract top talents to maintain and enhance your leadership position. Compensation and benefits must be kept leading edge and competitive to be able to fulfil Seagate's strategic goals. Molly will show you how she manages the compensation and benefits function cost-effectively within Seagate to attract and retain key talents. Specifically she will show you how to:

- * Identify savings opportunities and establishing the baseline for ROI calculations
- * Take advantage of benchmarking data and analysis to contain costs
- * Use non-monetary rewards and enhanced employee communications to offer competitive benefits

Molly Ang
Senior Director for Compensation & Benefits
SEAGATE TECHNOLOGY

12:45 Networking Lunch

13:45 **MANAGING CHANGE IN INTERNATIONAL COMPENSATION PACKAGES TO MEET NEW ECONOMIC CHALLENGES**

CASE Study

New economic realities require change and change is unavoidable to remain competitive and relevant in the new economy. Gurvan will show you how Danone Asia manages the change in compensation packages to meet the challenges of new emerging economies like China and Indonesia.

Gurvan LeGuern
Compensation & Benefits Manager
DANONE ASIA

14:30 **LEVERAGING EXECUTIVE COMPENSATION IN RETAINING KEY TALENT**

CASE Study

The transformation of Globe Telecom, from a provider of traditional business communication services to market innovator in technology-driven wireless telecommunication services has put tremendous pressure on the company's human capital practices. To optimise the business returns, keep pace with the explosive growth of the business and capitalise on the rapid evolution of technology. This session will share learnings from the Globe Telecom's experience on how to:

- * Leverage a transformation initiative to create a strong proposition for rewards and retention
- * Embed remuneration and rewards structure & design components that will provide flexibility for creating key contributors and critical talent retention initiatives
- * Capitalise on existing delivery mechanisms for customising retention interventions

In addition, this session will provide tools for identifying key contributors and critical talent.

Emily Esguerra
Head of HR Operations
GLOBE TELECOM

15:15 Afternoon Tea - Last Chance to Network and Exchange Business Cards

15:45 **ATTRACTING EXECUTIVES TO TAKE UP INTERNATIONAL ASSIGNMENTS & INCREASING THE MOBILITY OF THE WORKFORCE**

EXPERT Insights

In an increasingly global workspace, boundaries are disappearing and labour has become a cross-border commodity. There is an increasing need for talented executives to head or operate overseas. Magdalene will draw on her substantial industry experience to share with you:

- * Trends and new challenges in managing international assignments
- * Expatriate management - long-term assignments policies and practices, compensation and tax planning considerations
- * Meeting the emerging challenges of short-term assignments, localisation and repatriation under special circumstances
- * Meeting the challenges of repatriation under special circumstances, short-term assignments and localisation

Magdalene Chai
Deputy Director (Human Resources)
NANYANG TECHNOLOGICAL UNIVERSITY

16:30 **UTILISING STOCK OPTIONS TO MOTIVATE AND RETAIN TOP PERFORMERS**

CASE Study

Stock prices are often driven by stock market volatility due to country risks or market forces not directly linked to the organisation's performance. In light of this, how can a company still motivating key executives with the value of stock options if the stock price may not be influenced by their efforts in the company? Jenny will show you how Apple manages to maintain its leading position by motivating their key talents to perform with the value of stock options.

- * Evaluating the use of stock options as a motivating force for key executives
- * Understanding the cost of using stock options to the business
- * Understanding the effects of taxation on stock options and related benefits

Jenny Kua
Compensation & Benefits Manager Asia Pacific Japan
APPLE

17:15 Chair's Closing Remarks and Key Learning Points

"Variety of speakers of varied experiences who are willing to share information"
- Brunei Public Service Division



"Good variety of speakers who are very relevant to the topics"
- Bumiputra Commerce Bank

3 Reasons why you can't miss this conference

- 1> **Expert Insight from In-Depth Case Studies**
- 2> **Exclusive Networking & Benchmarking Opportunities**
- 3> **Proven Industry Event attended by your peers**

Increased BUSINESS PERFORMANCE

Motivated EMPLOYEES

Enhanced TEAMWORK WITHIN THE ORGANISATION

Increased EMPLOYEE LOYALTY

Decreased WORKPLACE TURNOVER

You can deliver all this to your organisation and more!

I am sure you realise that a well-designed rewards programme is an essential part of any organisation and can greatly impact success. However, planning a cost-effective and yet appreciated rewards strategy can be a daunting task.

Discover proven ways to strategically achieve your business and company's objectives with your rewards strategies and practices. Executive Compensation and Benefits 2005 is the one event where you will hear case study presentations on how top companies and organisations effectively manage and strategise their reward practices to drive business growth and results.

Leave this conference with not only a clearer understanding of compensation and benefits practices, but a more efficient and effective way to attract, retain and motivate employees.

Official Media Partners:



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The International Professional Managers Association (IPMA) is an International Examining, Licensing and Regulatory Professional body formed for the purpose of providing practicing managers with the opportunity to participate and to be part of the process of improving managerial performance and effectiveness in all areas of business and industrial activity.



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EXECUTIVE COMPENSATION & BENEFITS **2005**

Hilton Hotel, Singapore

2-Day Conference | 25-26 October 2005
 Pre-Conference Workshops | 24 October 2005
 My booking code is CB 3140 H

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 * 5 or more 10%
 * 8 or more 15%

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Fax: **(65) 6720 3804**

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1 Shenton Way #13-07
Singapore 068803

Online: **www.iqpc.com.sg/AS-3140**

Email: **enquiry@iqpc.com.sg**

Venue & Accommodation

Hilton Hotel, Singapore

581 Orchard Road, Singapore 238883

Tel: (65) 6737 2233 Fax: (65) 6732 2917

Hotel accommodation and travel costs are not included in the registration fee. A reduced corporate room rate has been arranged at Hilton Hotel for attendees at this conference.

To take advantage of this special rate, please process the hotel room reservation form provided upon confirmation of your attendance.

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