

## Agenda

8.15 – 8.45am

### Registrations and refreshments

8.45 – 9.00am

### Welcome address

*Tim Powell, CEO Talent & Rewards, Pacific & Southeast Asia, Aon Hewitt*

### Main Session

9.00 – 9.30am

### State of the Union – A Review of the Current Rewards Landscape in Australia

*Nick Woodward, Senior Reward Consultant, Aon Hewitt*

Drawing on Aon Hewitt's extensive portfolio of market reward data across multiple industries, this presentation will provide attendees with an in-depth analysis of current reward trends in the Australian market and how they fit within a global context. How are companies differentiating their rewards to retain top talent? What lessons can be drawn from Aon Hewitt's recently crowned **Best Employers**? We will examine what sectors and job families are witnessing 'spikes' in demand and outline Aon Hewitt's forecasts for the year ahead.

9.30 – 10.00am

### Aon Hewitt's Employee Insured Benefits Survey 2011 – How Do Your Company's Insured Benefits Measure Up?

*Matthew Brown, Head of Health and Benefits, Aon Hewitt, Australia and New Zealand*

The employment market is becoming increasingly competitive and with ABS unemployment figures falling to pre-GFC levels, it is set to get tougher. Offering the right insured benefits to your staff not only keeps employees and their families protected, but can also assist in attracting and retaining top talent.

Aon Hewitt recently surveyed over 200 Australian companies, examining insured benefits offered to employees including health, life, travel and expatriate, disability and superannuation benefits. This session will present insights from the 2011 Employee Insured Benefits Survey (EIBS) enabling organisations to benchmark against the market and if necessary, successfully reposition their benefit schemes. It will also examine issues and innovations relating to benefits delivery.

10.00 – 10.30am

### Morning tea

10.30 – 11.10am

### Case Study: Reward Strategy Efficiency and Effectiveness Review

*Jairus Ashworth, Head of Reward, Aon Hewitt, Australia and New Zealand*

*Sean Keogh, Manager, Remuneration and Benefits, Telstra Corporation*

This case study will chart the approach taken and outcomes achieved when the Board of the Telstra Corporation engaged Aon Hewitt to conduct a review of the efficiency and effectiveness of its reward practices and strategies. The session will outline the rationale for the project, the methodology used, high level outcomes and subsequent action undertaken. The presentation will give insight into how reward issues are perceived by the board and the value of such an exercise.

11.10 – 12.25pm

### Sales Force Planning to Optimise Compensation Cost and Customer Coverage

*Scott Sands, Principal and Sales Force Effectiveness Practice Leader, Aon Hewitt*

Based in Atlanta, Georgia, Scott Sands is one of Aon Hewitt's global experts on Sales Force Effectiveness. In this interactive session, Sands will take the audience through the process of identifying key levers available to address sales force productivity and compensation cost.

Breaking sales force planning down into nine basic steps, the session will compare different routes to create the optimal business outcomes – revenue growth, profitability, compensation cost, and employee engagement. Along the way, audience members will learn how to tell when it's not compensation that is the problem; how to use compensation with talent management to get the best results; how to assess the value of high cost sales resources; and how to align human capital and compensation solutions with business strategy.

### Date:

Thursday, 1 September

### Time:

8.45am – 4pm  
(registrations from 8.15am)

### Venue:

Customs House,  
31 Alfred Street  
Circular Quay

'Great Seminar.  
Some very  
interesting food  
for thought'

'Excellent prompt to  
challenge thinking'



#### Main Session (continued)

12.25 – 1.00pm

#### **Non Cash Sales Incentives – A Definitive Vehicle for Driving High Performance**

*Andrew White, Practice Manager – Reward, Aon Hewitt, Australia and New Zealand*  
*David Hamilton, General Manager Performance and Rewards, SingTel Optus*

The sole use of cash as the primary vehicle to motivate and reward high performing staff can be limiting. Aon Hewitt, partnering with SingTel Optus and some of their other providers, have been building non cash plans for top performers within the organisation. These have evolved from “achievement clubs” to become much sought after and prestigious awards that can include international travel, development opportunities and other exciting activities. Find out more about how these plans run, their effectiveness and their place within the total rewards framework at SingTel Optus.

1.00 – 2.00pm

#### **Lunch**

#### Workshops (optional)

2.00 – 4.00pm

#### **More than Numbers: Maximising the Reward Capabilities**

*James Rutherford, Senior Talent Consultant, Aon Hewitt*  
*Philippa Youngman, Director, Pivot Software*

As leaders in Remuneration Strategy in our organisations, we have an ideal opportunity to be the conduit that connects HR initiatives with business strategy.

This session will discuss how you can improve your impact and effectiveness as a Remuneration Manager, as well as improving the leadership capability of people managers, exploring a variety of both people and technology focused initiatives. The session will include HR professionals’ feedback on how they position themselves as leaders of remuneration strategy in their businesses, a case study workshop and an organisational gap analysis questionnaire to help you identify how to move from present to future states.

2.00 – 4.00pm

#### **Job Structures – What Will Work for Me?**

*Nick Woodward, Senior Reward Consultant, Aon Hewitt*

Benchmarking, Broadbanding, Job Families, Job Evaluation...there are so many approaches available when establishing a sound framework for our HR and reward decisions. Organisations spend more money on employee rewards each year than anything else, yet too often the frameworks that they have in place are insufficient or ineffective. This workshop will take a comprehensive look at the approaches available, highlighting the advantages and disadvantages inherent in each, and the steps that can be taken to deploy the best solution for your organisation.

2.00 – 4.00pm

#### **Fact Based HR**

*Jean Hanna, Senior Reward Consultant, Aon Hewitt*

A good reward program applied in the wrong circumstance can undermine other initiatives and become ineffective in itself. A best fit reward program applied in the right circumstance will deliver a higher return on investment than standard, and should directly impact employee engagement.

Based around Aon Hewitt’s fact-based methodology, this workshop is an opportunity for participants to move from just applying theory or intuition. We will provide insights on how to identify and analyse data when setting policy, and how to develop programs that are tailored to the needs of individual organisations.

4.00pm

#### **Close**

\*Subject to minor changes

‘You have inspired me to look at Reward in a more strategic light – love it!’

‘Very good. Topics addressed were very relevant and interesting’



## Speaker biographies

### Scott Sands

Scott Sands is a Principal and Sales Force Effectiveness Practice Leader located in Atlanta, Georgia. He works with senior executives in large, global companies to identify opportunities for revenue growth, select the proper sales channels, refine selling processes and messages for specific market segments, staff organisations with the right type and number of sales professionals, set fair but challenging goals, and design motivational incentives.

He has 18 years of experience in the HR industry and has previously worked with leading professional service firms including Briggs & Sands Consulting, Sibson Consulting, The Alexander Group, and Watson Wyatt.

### Jairus Ashworth

Jairus leads Aon Hewitt's reward practice in Australia and New Zealand.

With more than 15 years experience in the remuneration field, Jairus' areas of expertise include reward strategy development, salary structures, salary review automation and management, executive remuneration benchmarking and reward mix, STI plan design and reviews, LTI plan design and reviews and benefits audit and optimisation.

Jairus has led numerous client assignments in remuneration strategy, design and market analysis across a broad range of industries. He holds a Bachelor of Arts in Industrial Relations and Asian Studies.

### Andrew White

As Practice Manager – Reward, Andrew is responsible for the overall management and development of Aon Hewitt's broad based compensation practice, including remuneration consulting and salary survey functions.

Managing a team of remuneration professionals, he designs and delivers leading-edge remuneration solutions to a diverse client base.

With over 12 years' experience, Andrew has assisted clients of all sizes in all aspects of remuneration including strategy and development of market competitive pay structures, incentive plans and remuneration based software systems.

Andrew holds a Masters of Management in Human Resources, from MGSM, Sydney as well as a Bachelor of Arts – (Psychology) from Macquarie University. He is also a graduate of the Royal Military College (RMC), Duntroon.

### Matthew Brown

Matthew is responsible for the health and benefits team in Australia which provides strategic advice and broking solutions to organisations, to build and improve employee health and benefit programs.

*continued >*

### *Matthew Brown continued*

His consulting experience encompasses all aspects of retirement and employee benefit programs, employee risk management and group insurance benefits. Matthew has worked with organisations of various sizes and has strong technical expertise in retirement (both defined benefit and defined contribution plans) and related topics including investments and insurance.

Prior to joining Aon Hewitt, Matthew has worked for Mercer and Deutsche Asset Management.

### Nick Woodward

Nick is a Senior Consultant in Aon Hewitt's reward advisory team. He is responsible for the delivery of reward projects for organisations of all sizes in a range of industry sectors across Australia.

Nick's experience includes over 10 years across a broad array of total reward projects including: total reward strategy development; design, development and implementation of job evaluation and banding structures; design and review of short-term-incentive plans for both sales and non-sales staff; reviewing benefit policies; annual review planning and linking employee engagement and reward.

### James Rutherford

As a Senior Talent Consultant at Aon Hewitt, James partners with organisations to develop business performance through people. Specifically, he is focused on measuring and improving employee engagement, and the continued development of leadership and management capability.

James' experience has been gained working in HR leadership positions and functional roles focusing on leadership development, culture change, talent management and compensation.

Prior to joining Aon Hewitt, James worked for organisations including Microsoft and Fujitsu across the UK, Australia and New Zealand.

James holds a Bachelor of Arts in Business and is completing his Masters in Organisational Coaching at the University of Sydney.

### Jean Hanna

At Aon Hewitt, Jean works across all areas of reward with particular focus on the importance of strategy in developing and implementing reward policies. Jean is currently developing analytical tools to underpin the development, tailoring and measurement of reward to ensure best fit for organisations.

Jean is a Senior Consultant in Aon Hewitt's reward advisory team with over 10 years experience in compensation and benefits. She previously held remuneration related positions at KPMG, ABB and 3i.

She holds a Bachelor of Arts (Industrial Relations and Psychology) and a Postgraduate Certificate in Human Resources.

# Remuneration Symposium 2011 Registration form – Sydney



## Special discount offer

Register three or more attendees from your organisation and receive a 15% discount.  
To take advantage of this discount offer, please fax completed registration forms for each attendee.

## Your details (one form per person)

Name \_\_\_\_\_

Job title \_\_\_\_\_

Organisation \_\_\_\_\_

Address \_\_\_\_\_

Telephone \_\_\_\_\_ Facsimile \_\_\_\_\_

Email \_\_\_\_\_

## Registration (please tick your preferences)

Date: **Thursday 1 September, 2011**  
Venue: **Customs House, 31 Alfred Street, Circular Quay**

- Half day (main session only) – \$770  
 Full day (main session plus workshops) – \$990

If you are attending the full day, please indicate your preferred workshop option:

- More than Numbers – Maximising the Reward Capabilities  
 Job Structures – What Will Work for Me?  
 Fact Based HR

Are three or more people attending from your organisation? (please circle) **Yes / No**  
If so, we will adjust your registration fees to reflect the 15% discount offer.

## Method of payment

- Corporate credit card payment:  Visa  Mastercard  AMEX

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**Please fax to +61 2 9253 7006 or email a scanned pdf to [austraining@aonhewitt.com](mailto:austraining@aonhewitt.com)**

### Terms and Conditions

- Prices are GST inclusive. The cost includes the event, refreshments and session notes.
- Cancellations must be made at least 7 days prior to the Symposium to be eligible for a full refund.
- Cancellations made after this will incur the full charge.

