

EXECUTIVE COMPENSATION & BENEFITS 2007

Employee compensation and benefits continues to be a top concern for HR professionals in the region. As companies struggle to attract, motivate and retain their staff, factors such as talent shortage and rapid global expansion add on to the challenge. It is crucial for companies to strategize their compensation and benefits plans in order to attract appropriate talent, maximize return on human capital and improve shareholder value.

Executive Compensation & Benefits 2007 is a 2 day conference that provides insights to innovative and effective strategies for your compensation and benefits planning. Learn from experts and practitioners who will share their knowledge and experience on regional compensation & benefits trends, aligning rewards with performance and devising reward packages that will attract and motivate employees.

How Will You Benefit :

- Be updated on current regional trends in the employment market
- Learn how to devise compensation & benefit strategies to suit your company's needs
- Gain insights to aligning performance and rewards
- Hear plenty of case studies which will provide effective solutions

PARTICIPATING ORGANISATIONS:



HayGroup



ROBERT WALTERS



thomsonsonlinebenefits
transforming employee benefits



MERCER

Human Resource Consulting

Who Should Attend

Directors, Vice Presidents, Heads of Departments, Senior Managers and Managers in charge of:
HR Operations, HR Strategy, HR Service Delivery, HR Administration, Training & Development, Personnel,
Organizational Development, Recruitment, Compensation & Benefits, Staff Development, Payroll

Day 1 : 11 January 2007

9.00am – 10.00am

Richard Mills
Chairman
Chaire Associates

Employment Outlook in Asia

- China and India - No longer the only Focus
- Outlook for India & China
- SE Asia - It's time has come
Briefs on economic outlook for Malaysia, Thailand, Indonesia, Philippines, Vietnam
- Industry sectors for growth in Asia
- Singapore - What all this means for Asia's Regional Center
- Employment outlook for senior management talent in Asia

10.00am – 10.30am : Coffee Break

10.30am – 11.30am

Joydeep Bose
VP-Human Resources
Olam International

Performance Based Pay Structure: Measurement & Matrix

- Developing and implementing a performance based pay structure
- Performance measurement methods
- Case study on Olam International
- Implementing the strategy
- Tying performance to reward

11.30am – 12.30pm

Christian Vo Phuoc
Country Manager - Reward Information Systems
Hay Group

Executive Compensation : Aligning Rewards & Performance

- Identifying specific goals of employees
- How to tag goals to compensation & benefits package
- Industry trends
- Structure & Elements
- Current trends in top executive compensation
- Tying top reward to top performance
- Case study

12.30pm – 2.00pm : Networking Lunch

2.00pm – 3.00pm

Ajit Nambiar
Business Leader, Human Capital Products Solutions
Mercer Human Resource Consulting

International Assignments

- International Assignee best practices
- What do they look out for?
- Remuneration System

3.00pm – 3.30pm : Coffee Break

3.30pm – 4.30pm

Mark Ellwood
Managing Director
Robert Walters

Combating the Talent Management Crunch

- Internal vs external talent identification
- If the decision is to go external, how to go about it
- Base salary, incentive components and benefits – striking the right balance
- Ongoing review of the package and remaining competitive
- Talent acquisition – how to make the role, organization and prospects attractive.

- Acquisition is the start but retention is also key once you have the person on board
- Counter offers – why has it come to this, what should be done before to prevent the scenario
- How best to approach the counter offer

4.30pm – 5.00pm : Closing remarks

Day 2 : 12 January 2007

9.00am – 10.15am

Ashok Gopal
Regional Practice Leader
The Gallup Organization

Employee Engagement

- The definition of Employee Engagement
- Employee engagement - the business imperative
- Measuring employee engagement - the key dimensions
- Factors creating employee engagement and disengagement
- Benchmarking employee engagement in companies
- Understanding the employee engagement situation in Asia
- Employee engagement best practices

10.15am – 10.45am : Coffee Break

10.45am – 12.00am

Arthur Khong
VP - Group Human Resources
Yeo Hiap Seng Ltd

Flexible Work Arrangements

- What do we mean by Work-life programmes?
- Is Executive Compensation and Benefits governed by common law or statutory law?
- Does flexible work week arrangement has implications on compensation and benefits, and headcount?
- Equalising employee benefits to suit compressed work week arrangement
- Case study - tele-commuting as an employee benefit
- Case study - compressed work schedule and flexi start/end time

12.00pm – 1.30pm : Networking Lunch

1.30pm – 2.30pm

Edmund Seng
Director for Organisational Effectiveness
HRM3 Asia

Executive Remuneration Packages

- Introduction to Executive Remuneration – What Is It all about?
- Best practice for executive remuneration
- Background of executive remuneration
- Recruitment, Retention and Motivation issues regarding executive remuneration
- Corporate governance and executive remuneration
- Design and control issues
- Shareholder monitoring
- The future

2.30pm – 3.00pm : Coffee Break

3.00pm – 4.00pm

Andrew Ong
Regional Manager - Asia Pacific
Thomsons Online Benefits

Benefits Structures

- Current Trends
- Key elements in today's benefits package
- Benefit Structures
- Comparative analysis with practices in the region

4.00pm – 5.00pm : Closing remarks

Speakers Profile

Ashok Gopal **Practice Leader – Asia-Pacific** **The Gallup Organization, Asia Pacific Headquarters (Singapore)**

Since joining Gallup in 1997, Gopal has been an integral part of Gallup's employee engagement practice team, which is charged with developing, refining and enhancing ways to measure and manage workplace and customer conditions that link to crucial business outcomes. During his time with Gallup India and now, Gallup Singapore, Gopal has consulted with over 100 organizations across the Asia Pacific region in the areas of customer and employee engagement, helping these companies unleash their greatest asset – their human potential. His client portfolio spans the software, auto, telecom, and financial services industries and includes global organizations. He has worked closely with corporate leadership teams and CEOs, helping them transform the HR focus from a leader-led model to a manager-led one. In addition to his leadership consulting work, Gopal works closely with managers in Gallup's client organizations, teaching them how to create great workplaces. During the past few years, a major focus of his work has been quantifying the business impact of human potential, and he lectures frequently on management issues at industry forums. He played a major role in the development of Gallup's Follow This Path: How the World's Leading Organizations Drive Growth by Unleashing Human Potential and is listed as a co-author in the Asian edition.

Ajit R Nambiar **Business Leader, Singapore Human Capital Product Solutions (HCPS)** **Mercer Human Resource Consulting**

Ajit Nambiar leads and manages compensation and benefits projects and business development initiatives in Singapore. Ajit works with companies to meet their specific needs for HR information to help them make more informed decision on key HR issues. He has worked with key players in the hi tech, electronics manufacturing, semiconductor, aerospace, pharmaceutical & healthcare, chemical, consumer goods, and financial industries. He leads large scale sponsored studies or surveys and is also responsible for managing specific clients and projects on a regional basis. He has consulted for firms across industries on engagements primarily focused on organization diagnostics, performance management and compensation management including executive, non – executive and board-level compensation. He is also experienced in designing and conducting employee opinion surveys. Prior to his posting in Singapore, Ajit has had extensive experience with Mercer working with clients across multiple industries in India and Malaysia.

Arthur Khong **Vice President, Group Regional Human Resource** **Yeo Hiap Seng Ltd**

Arthur Khong is responsible for overseeing all the HR functions in China ,Malaysia, Hong Kong , USA and UK . He is also concurrently General Manager, Human Resources , of Yeo Hiap Seng Berhad. He holds a Bachelor of Arts (Econs) degree, Bachelor of Laws (Hons) degree, Graduate Diploma in Personnel Management and a Master of Management degree majoring in Human Resource Management. Currently, he is the Chairman of Industrial Relations Panel, SNEF, Group 'F' , Industrial (Other Areas) and he has 12 years of senior HR management experience .

Joydeep Bose **Vice President** **Human Resources, Olam International**

Joydeep leads the Human Resources function globally for Olam International which has 5000 employees across 40 countries. The function's current focus is building organizational capability to meet the ambitious growth plans that Olam has set for itself. He has more than 17 years experience in the HR field across industries such as chemical processing, telecom, information technology and supply chain management. In his previous role as General Manager, Human Resources in one of the leading global information technology services companies, he led the initiative on People Capability Maturity Model (Carnegie Mellon), to make it the world's first organization to reach Level 5 of the model. His expertise is in the areas of organization performance enhancement, transformational change, mergers & acquisitions and leadership development. His earlier assignments included Human Resources consulting engagements with prestigious Fortune 100 companies in the US.

Mark Ellwood **Managing Director** **Robert Walters Singapore**

Mark Ellwood has been Director of Robert Walters Singapore since 2001 and has over seven years recruitment experience in the Singapore market. Mark has recruited a broad range of positions from middle-management to CFO level roles for top multinationals and publicly listed organisations to executive management level roles within the banking and financial services industry. His experience in the recruitment industry has given Mark a broad exposure to the dynamics of this market as well as a strong understanding of the commercial and cultural environment in Singapore. Mark worked in the search industry in the UK before moving to Singapore in 1999 to establish the Robert Walters financial services recruitment division. Under Mark's leadership, Robert Walters has grown into one of the most recognised and respected professional recruitment brands in Singapore, focusing on the recruitment of the highest calibre professionals across Financial Services, Information Technology, Sales & Marketing, Commerce, Human Resources and Supply Chain & Logistics. Mark also has management responsibility for the recently established Robert Walters office in Kuala Lumpur, Malaysia.

Christian Vo Phouc **Country Manager, Reward Information Systems** **Hay Group Singapore**

Christian specialises in Compensation and Reward issues and has spent the past 6 years successfully helping clients to manage Executive Reward issues across all the Service and Trade Industries. He was also responsible for numerous Top Executive Remuneration research studies and will bring in-depth and international experience in presenting a thoughtful and insightful look at Executive Reward strategies for 2007.

Speakers Profile

Richard Mills Chairman Chalre Associates

Richard Mills is considered the leading expert on Asia-Pacific outsourcing by ComputerWorld magazine. His regular column called "View from Offshore" is a feature of the publication. He has also been called "the local guru on outsourcing" by Dr. Michael Clancy, President of the Economist Business Forum and the "Asia-Pacific expert" by Call Center Magazine. In addition to ComputerWorld, he is a thought leader for a host of other international publications. Some of these include: AsiaTimes, TelecomAsia, YahooNews, OutsourcingPipeline and IndiaDaily. Mr. Mills is President of the World Outsourcing Providers Association (WOPA). He is an Expert Panelist for CIO magazine (US edition) and the Offshore Outsourcing Best Practices association in New York and. Richard is responsible for organizing the ICT Leader's Forum, the largest regular event of the information & communications technology sector and one of the most important in the Asia Pacific region. Richard's extensive career in Executive Search & Management Consulting includes 5 years in Asia and 9 years in Toronto. His clients are MNCs for senior management positions. Of the many international recruitment projects he worked on in the Asia Pacific region, one was particularly noteworthy as it was reported on national Korean television as the largest technical recruiting venture in Korean history.

Andrew Ong Regional Manager – Asia Pacific Thomsons Online Benefits

Andrew Ong is a veteran of the insurance and employee benefits industry. He has been providing advice on benefit strategies and solutions to employers in Singapore and the region for more than 20 years. Prior to joining thomsons online benefits, he led a successful employee benefits practice at Mercer Human Resource Consulting where he served as a member of the board of directors in Singapore as well as regional practice leader for the business across Asia. Andrew has a degree in Insurance Management, and is a Certified Insurance Professional (CIP) and a Senior Associate of the Australia & New Zealand Institute of Insurance and Finance (ANZIIF). He is also a certified work-life consultant.

Edmund Seng Director for Organisational Effectiveness HRM3 Asia

Edmund Seng was previously with SSA Management Consultants Pte Ltd providing business consultation in human resource policies, business and market development planning, business diagnosis and feasibility studies, IT feasibility & implementation to clients in various industries. He has also worked with Neurolabs Global, an IT solutions company in KL, Malaysia as Business Development Manager where he was instrumental in developing corporate, market and product strategies for the company and played a key role in assisting companies transform their businesses using E-Commerce, E-Business, Information Systems and Information Technology. Earlier in his career, Edmund was managing various company projects using the PRINCE 2 project management doctrine which is widely adopted in the UK. His work experience in Australia includes study and implementation of web marketing. Edmund's passion in business strategy and marketing enables him to provide realistic market-oriented solutions with IT to provide optimum results. Edmund has presented numerous public talks and provided training on various topics covering business planning, entrepreneurship, project management, problem-solving and IT. Always eager to inspire, Edmund has trained more than 400 entrepreneurs-to-be. He is a WDA Employability Skills System (ESS) trainer and over 700 participants have attended his classes on Initiative & Enterprise as well as Problem-Solving & Decision Making.

Registration Please send your cheque/bank draft made payable to Ahrals' Pte Ltd.

Yes, I would like to register for: "**Executive Compensation & Benefits 2007**"

Conference Fee **SGD 1450**

Delegate 1 Name _____

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Please send the completed registration forms details by :

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