

## SUPPORTING YOUR TALENT STRATEGY

---

Mission—To advance the use of effective total rewards and mobility practices in Asia.

Vision—Enabling organisations and their people to thrive together globally through deliberate total rewards practices.

We provide strategic partnership and expertise in total rewards design for both local and mobile talent.

Offering the value of a freelance HR advisor with over 25 years experience, and the reach of a growing network of associates and partners around the world.



**THOMAS A. FARMER, CCP, SPHR, ACTA**

- BBA, Management, Eastern Michigan University, Outstanding Management Student
- Sold and led over US \$5 million of consulting with Hewitt, for Coca-Cola, GE and others
- Top consultant, Mercer Asia IPS, 2011/12
- Published by The Wall Street Journal, quoted by CNN and the United States Senate



This photo of the San Bernardino mountains in southern California captures the spirit of Freelance Total Rewards. With no man-made barriers, you can see the whole view freely. This wide-angle view is essential when addressing rewards issues. Big firms rely on “productizing” their services in the belief that clients more or less need the same solution. But when your only tool is a hammer, every problem begins to look like a nail, the saying goes. I reject productization of management consulting and believe the right solution for a client lies in a strong understanding of the client’s situation, consideration of all approaches that can be taken, and a careful assessment of which approach is likely to work most effectively for the client. This requires full visibility, like the photo above.

The total rewards approach involves many choices. One of those choices is whether to offer what is only mandatory, what is industry standard, or to exceed industry norms to differentiate your company. In the photo above, you can see a foundation representing the essentials, a middle layer which represents the norm, and snow-capped peaks representing vision, line of sight, inspiration and possibilities to stand out.

We bring passion to the work of rewards and mobility, a desire to lead and not necessarily “follow the herd”, and an appreciation for the holistic art and science of attracting, retaining, growing and engaging people. If you share the same passion about your work, let’s do great things together.

### Freelance Total Rewards Pte Ltd

73 Ubi Road 1  
#09-52 Oxley BizHub  
Singapore 408733

Phone: +65 9088 9481  
Freelancetotalrewards.com  
E-mail: tfarmer@freelancetotalrewards.com

### Freelance Total Rewards Pte. Ltd

Effective Rewards for Global Talent

## ABOUT US



# EFFECTIVE REWARDS FOR GLOBAL TALENT

YOU NEED TO DEMONSTRATE POSITIVE IMPACT ON THE BUSINESS. YOUR PEOPLE REPRESENT THE MOST COSTLY AND MOST IRREPLACEABLE RESOURCE. YOU CAN FOLLOW “C&B” NORMS AND HAVE AVERAGE TALENT, OR YOU CAN LEAD AND EXCEL THROUGH TOTAL REWARDS.

WE PROVIDE ADVISORY, DESIGN (STRUCTURE & POLICY) AND ANALYTICAL SUPPORT IN THE FOLLOWING AREAS:

## TOTAL REWARDS

- TOTAL REWARDS DESIGN AND BENEFITS HARMONIZATION
- BASE PAY STRUCTURES AND JOB EVALUATION
- INCENTIVES AND COMMISSIONS
- ALIGNING REWARDS TO PERFORMANCE AND COMPETENCY
- LONG TERM INCENTIVES

## MOBILITY

- MOBILITY POLICY DEVELOPMENT
- LOCAL PLUS AND LOCALIZATION
- LOCALISATION APPROACHES

## LEARNING AND PLANNING SERVICES

## Assessment and Review

You see the problem, or an opportunity. You need to sell it internally. We can assess your rewards programs or mobility practices and policies. We will summarize your current state, define your challenge, and identify the causes, factors, enablers and barriers to reaching your desired state. We can prepare a detailed roadmap for planning, budgeting, prioritization and action. You will be equipped to gain senior management support, execute a targeted action plan and deliver measurable results.

## Program Design

Based on a thorough understanding of your needs, we will help you scope and define steps to close the gap. We will collaborate, maximizing your internal and external resources, to optimize outcomes, cost, timing and developmental opportunity for you and your team. Projects can include design, redesign, operational, communication, vendor management or change management for any of your rewards or mobility areas.

Projects will be completed better, faster and cheaper, compared to the big HR consulting firms. Organizations, and their challenges are unique, so we develop simple, targeted solutions, which may have one or more components. Pricing will include both high- and low-involvement options to suit your budget, timing and internal resources.

## Interim Services

With extensive corporate experience in compensation, benefits, human resources and mobility management, we can offer effective onsite assistance, up to 3 days per week, performing analytical, project or interim leadership coverage or reinforcement. If you have sufficient in-house staff but need ongoing access to advice, mentoring or just a sounding board, call us.

## Data & Technology

The big firms have big data solutions with big price tags and burdensome data collection worksheets. We represent 21st Century, a leading provider of salary and benefits benchmark data in developing regions. It is leaner, simpler and cheaper, but delivers all 5 levels of total compensation; everything you need without useless derivative reports and products.

Contact us to find out more if you need compensation or mobility data.

We also offer job evaluation and other technology solutions through various partnerships.

