

Enhance Your Learning Experience By Attending These Masterclasses

- **Compensations & Benefits Masterclass | 3 - 4 November**
- **Employee Performance Management Masterclass | 10 - 11 November**

Up to 20% Discount if you register for both HRM Masterclasses (See last page for packages)

Performance Management & Rewards

Rethinking Performance Management & Rewards Culture that Fits Your Organisation

11 - 12 October 2016 | Singapore

The spectrum of performance management is changing from what it was only 10 years back. Following ground-breaking pioneers, for example, General Electric and Adobe, more organisations are concentrating on organisational objectives as opposed to employee metrics. The conventional strategies based on data for assessment have been known to be obsolete. Hence many organisations are expected to embrace new strategies for aligning performance management that focuses more on talent development instead of just performance per say.

HRM Asia is Excited to Launch Our Inaugural Congress on Performance Management & Rewards.

This congress will highlight why traditional performance management and compensation and benefits methodologies are evolving and need to be reviewed. Performance Management & Rewards play a critical role in ensuring a higher level of employee engagement and productivity, especially during times of economic uncertainty.

Join Us to Learn the Latest Performance Management and Reward Strategies Being Implemented by Your Peers.

Featured speakers:



Toyohiro Matsuda
Global Training & Recruitment Officer, GHRD Department Mitsubishi



Hans Han
Regional Head Compensation & Benefits, China and Asia Pacific
Bridgestone Asia Pacific Pte Ltd



Foo Chek Wee
Group HR Director, SEA & Hong Kong
Zalora



Ng Ying Yuan
Director Human Resources and Organizational Development
Economic Development Board



Kate Colley
Head of People, Asia
National Australia Bank



Dr Sandra Pereira
Group Director HR & Talent Management
Teledirect



Thomas Farmer
Founder & Principal
Freelance Total Rewards Pte Ltd



Gary Lee
Chief HR Specialist, Global Talent Development and Organisational Development
Grundfos



Khor Ling Ling
Deputy Director Performance and Rewards
Eastern Health Alliance



Jaclyn Lee
Senior HR Director
SUTD



Bitasta Roy Mehta
International Human Resources Leader - compensation and benefits, talent management and people analytics



Rosiah Ismail
Head of HR
Jamiyah Singapore



James Siew
Director, Consulting Solutions
Training Vision Institute

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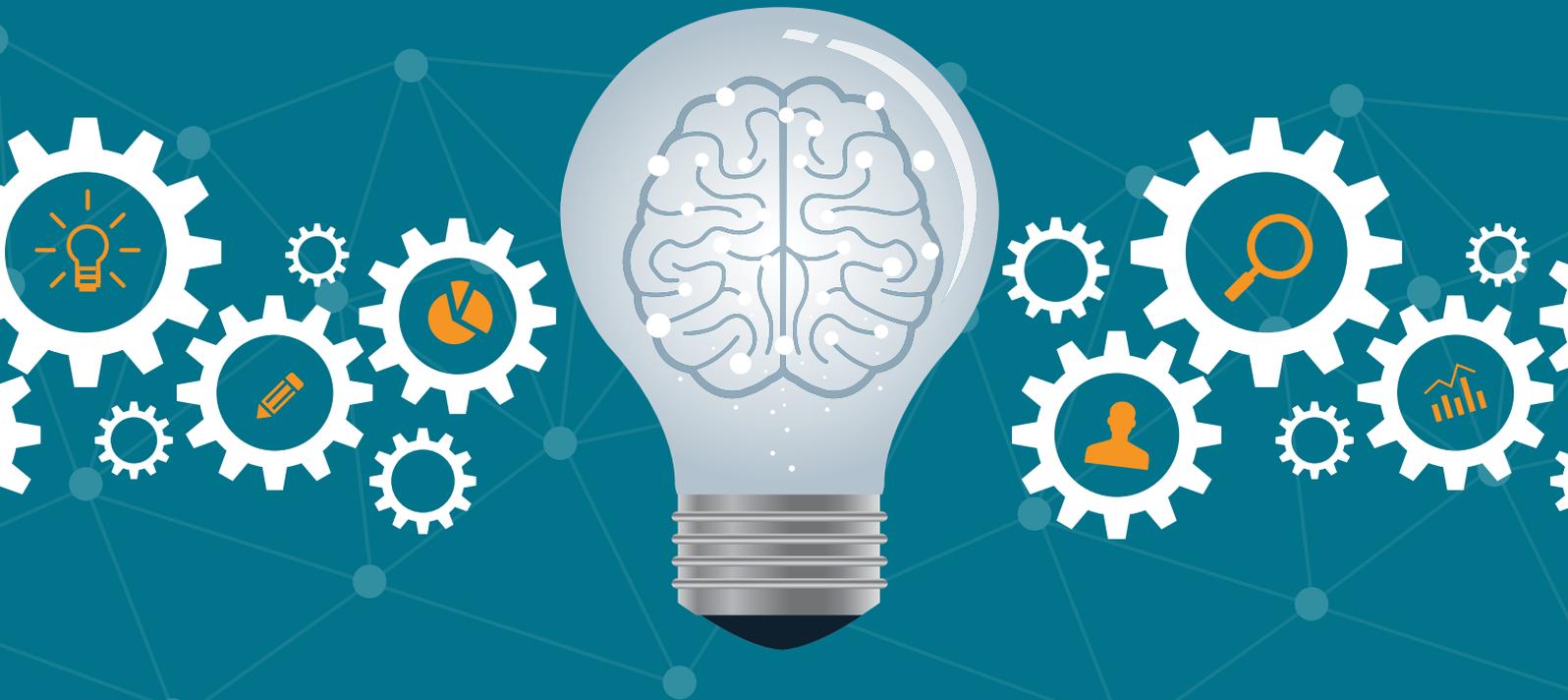
Supporting Organisation Partner:



Performance Management & Rewards

Rethinking Performance Management & Rewards Culture that Fits Your Organisation

hrmasia
CONGRESS



Topics to be discussed throughout the event:

- The New World of Work and Its Impact on Performance Management, Compensation & Benefits
- Reinventing Performance Management with Real Time Feedback
- Agile Goal Setting for Individuals and Teams
- Rewarding Employees during Economic Uncertainties
- Determining Rewards and Compensation without a Traditional Performance Review
- The Relationship between Recognition, Employee Engagement and High Performance
- Identifying Key Stakeholders for Successful Performance Management Transformation
- Leveraging Technology and analytics in Performance Management and Compensation & Benefits
- Establishing Work-Life Balance without Affecting Productivity

MUST ATTEND FOR:

Directors, Vice Presidents and Managers of:

- Performance Management
- Talent Management
- Human Resources
- Learning and Organizational Effectiveness
- Compensation and Total Rewards

"Great, interesting topics – To the point and well-structured with engaging style"

– Bloomberg

"Speakers were very prepared and the knowledge that they shared was extremely helpful"

– eBay

"Very good information and sharing sessions"

– Sony

"An excellent job done by HRM Asia to make this event special and successful"

– Coca Cola

"Excellent, engaging and energetic! Good fun!"

– Micron

TUESDAY | 11 OCTOBER 2016 | DAY 1

8:30

Registration and Coffee

9:00

Opening Address by Chairman & Ice Breaking Session

9:15

Deciphering Performance Management - Finding The Right Fit For Your Organisation

- What does it mean for performance management strategies to be "agile"?
- Using analytics to identify the best approach to performance management for your organisation
- How to define performance and how that impacts measurement?
- Managing the disparity of reward and development inside performance management



Dr Sandra Pereira
Group Director HR & Talent Management
Teledirect

10:00

Transformational Approaches To Integrate Performance And Talent

- Preparing the environment for transformation: developing talent management goals from performance management processes
- Introducing customised, high quality coaching conversations for people development
- Entrusting performance management to your managers capability and discretion
- Creating momentum within the business for improved people management



Toyohiro Matsuda
Global Training & Recruitment Officer, GHRD
Department
Mitsubishi

10:45

Morning Refreshment and Networking Break

11:15

Panel Discussion: Re-Inventing Performance Ratings - Alternative Approaches To Engage Your Employees

- Practical insights on removing annual appraisals and ratings that are increasingly out of sync with your business objectives
- Innovating your existing performance management system to suit your organisational culture
- Tailoring different approaches to performance ratings depending on the business environment
- Developing robust performance profiles to empower managers to tackle underperformance
- Adopting a measurable based approach to performance and promoting transparency on development goals

Panellists:



Foo Chek Wee
Group HR Director, SEA & Hong Kong
Zalora



Rosiah Ismail
Head of HR
Jamiyah Singapore



Hans Han
Regional Head Compensation & Benefits, China
and Asia Pacific
Bridgestone Asia Pacific Pte Ltd

12:00

Engage And Perform - Delivering Stronger Business Performance Through Employee Engagement

- Establishing the correlation between employee engagement and improved business productivity
- Practical steps on how to use culture, leadership and reward as levers to drive engagement and performance
- Using employee survey feedback to identify the impact of line leadership on engagement
- Driving behavioural change in leadership to improve individual and business performance
- Sharing the responsibilities of performance management across the business to increase accountability and driving engagement



Gary Lee
Chief HR Specialist, Global Talent
Management & Organisational Development
Grundfos

12:45

Lunch and Networking Break

14:00

Ending Use of Ratings in Asia

We have all heard of Adobe, Microsoft, and even GE dropping their use of performance ratings recently. When more companies such as Deloitte and Accenture made similar decisions, Tom knew there would be challenges in Asia, so he decided to do a little research into whether Asian employers could drop ratings so easily. This session explores the drivers behind the decision to drop the use of ratings, and identifies the key enablers of adopting a ratings-less approach to performance management in Asia.



Thomas Farmer
Founder & Principal
Freelance Total Rewards Pte Ltd

14:45

The Productivity Challenge: Understanding How Employees Impact Business Performance

- Examining the relationships between employee performance and business productivity
- Understanding the ways in which effective people management practices benefit the business
- Insights on the productivity implications of performance management systems
- Understanding why performance management systems are sometimes unsuccessful



James Siew
Director, Consulting Solutions
Training Vision Institute

15:30

Afternoon Refreshment and Networking Break

16:00

Case Study Presentation: Performance Management – How To Make It Constructive And Relevant?

- How should you design your performance management approach to support your talent management philosophy and organisation culture?
- How should you view different profiles of talent?
- Should you pay for performance or development?
- Are performance appraisals really over, or are they still relevant?



Ng Ying Yuan
Director Human Resources and
Organizational Development
Economic Development Board

16:45

Does Linking Performance And Reward Add Value To Your Organisation?

- Exploring whether reward and performance should be linked
- Creating reward and performance structures which recognise the indicators of high performance in your organisation
- Embedding organisational values in performance management to drive key behaviours
- Changing the mindset in line managers to ensure their accountability in rewarding performance
- Moving from sales-led KPI's to rewarding collective and individual success



Jaclyn Lee
Senior HR Director
SUTD

17:30

End of Day 1

WEDNESDAY | 12 OCTOBER 2016 | DAY 2

8:30 Registration and Coffee

9:00 Compensation & Benefits Trends In APAC

The global and regional economic slowdowns are presenting new challenges to organisations, but also opening new opportunities. The face of compensation and benefits keeps transforming to adapt to the new market conditions and workforce requirements. This session will explore the changes of compensation and benefits in the APAC region, and what to expect during the economic downturn.

9:45 Rewarding Employees During Economic Uncertainty

- How can we ensure that tighter compensation and benefits do not demotivate key talent?
- Is a greater focus on Pay-for-Performance a way to manage cost pressures and retain key talent?
- Using innovative strategies to boost organisational commitment during the downturn?
- Do you have a strategy to manage out the 'disgruntled stayers'? How do you manage the opportunity to clear decks?



Bitasta Roy Mehta
International Human Resources Leader
- compensation and benefits, talent
management and people analytics

10:45 Morning Refreshment and Networking Break

11:00 Panel Discussion:
Work-Life Balance – How To Optimise Work-Life Balance Without Affecting Productivity

- Are flexible working initiatives a cost effective way to increase your employee value proposition?
- Exploring at flexible working ideas and initiatives in the region and beyond
- Can flexible working help companies keep staff on through the economic downturn?
- What are the legal implications of flexible working? - what is and what is not allowed in the Singapore

Panellists:



Kate Colley
Head of People, Asia
National Australia Bank



Bitasta Roy Mehta
International Human Resources Leader
- compensation and benefits, talent
management and people analytics



Dr Sandra Pereira
Group Director
HR & Talent
Management
Teledirect

11:45 Short Term Incentives – Moving Away From Cash Incentives

- How can you keep talent motivated without making structural changes to your pay and bonus scales?
- Examining alternatives to cash incentives
- Key things to consider when implementing new incentives

12:30 Lunch and Networking Break

14:45 Technology In Compensation & Benefits

- How the technology landscape has changed and what it means for employees?
- Why employees expect a better user experience in the work place and what this means for HR teams?
- How does full-stack software bridge the gap and the future of enterprise software?



Khor Ling Ling
Deputy Director Performance and Rewards
Eastern Health Alliance

15:30 Afternoon Refreshment and Networking Break

16:00 Total Reward Strategy – Finding The Right Mix That Suits Your Culture

- Exploring the multiple components of the Total Rewards model
- Evaluating the pros and cons for each of these components and finding the right mix for your workforce
- Effectively communicating your new Employee Value Proposition
- Identifying and resolving the common challenges in the implementation of TR



Rosiah Ismail
Head of HR
Jamiyah Singapore

16.45 Communicating Rewards – Understanding How Reward Initiatives Are Perceived By Employees And Why This Is Crucial

- How can you ensure your people understand how their bonuses are calculated, while managing expectations against company performance
- Do people actually understand their Long Term Incentive Plans (LTIPs) and other more complex components of your Total Rewards System?
- Ensuring your employees value the competitiveness of your Employee Value Proposition in relation to the market

17:30 End of Conference

Enhance Your Learning Experience By Attending These Masterclasses

Enhance your learning by attending our congress and one or both of our upcoming Masterclasses designed to provide you with an in-depth, practical and interactive learning experience, spend the time to go deeper with a subject matter expert to refine your skills even further – see our congress and masterclass packages below.

Compensation & Benefits Masterclass

Rewarding System That Fits Your Organisation During Economic Uncertainty

3 - 4 November 2016 | Singapore

This course is designed to help experienced compensation and benefits professionals and HR leaders think more strategically about their total rewards (Compensation & Benefits) programmes. It is critical for every organisation to align its Total Rewards Strategy to the Business Strategy – so that the right people are attracted, retained, remain engaged and motivated.

In this course, participants will learn the most common and effective approaches, methods and practices in the areas of job evaluation and the elements of Total Rewards. On the second day, we turn to strategy, how to determine what will be most effective for their unique organisation. Participants will learn how to evaluate their total rewards, and better align their total rewards “mix” to match their current and future workforce needs, getting the most value for their payroll and related investments.

Trainer:



Sahas Sankaran

Principal
FREELANCE TOTAL REWARDS PTE LTD

Course Objectives:

- Bridging the strategic alignment between business and total reward strategies
- Applying motivational theories into total rewards concepts for maximum effectiveness in reward programs
- Categorising rewards practices and understand what functionality are delivered by each practices
- Managing job evaluation process and outcomes
- Benchmark with industry practices and trends
- Implementing pay for performance during economic uncertainty
- Aligning rewards to attract and retain talent
- Effective implementation of rewards changes in your organisation

Employee Performance Management Masterclass

Designing Effective Performance Management That Generates Sustainable Growth

10 - 11 November 2016 | Singapore

This course will clarify key, specific, detailed concepts and will provide practical tools and techniques for implementing, maintaining or improving your organisations employee performance management system. Attendees will gain exposure to best practices in the field of performance management and will learn how to establish and use criteria for evaluating performance.

Trainer:



Awais Salman Khan

(CHRP, CRSS, CPCD)
HR & OD Professional / Corporate Trainer
GULF REGION

Course Objectives

- Define Performance Management Cycle
- Gain the knowledge of developing a Performance Management System
- Understand how performance management works and the tools to make it work
- Learn how to track the employee performance during each phase of the performance management cycle;
- Create business based objectives, including ‘SMART’ targets, measures and key performance indicators (KPIs)
- Drive organizational performance by Implement effective performance management system in your organization
- Practice giving and receiving objective and constructive performance feedback with confidence and reduced anxiety
- Learn how to conduct efficient performance appraisals.
- Learn Reward distribution strategies



PERFORMANCE MANAGEMENT & REWARDS CONGRESS

11 – 12 OCTOBER 2016 | SINGAPORE

Registration includes: Presentations, luncheons, networking sessions, refreshments and delegate pack

| DELEGATE RATES 2016 | | |
|---------------------|--|--|
| Regular Fee | <input type="checkbox"/> 10% discount for group booking of 3 delegates and above | 2- Days Congress Fee |
| | | <input type="checkbox"/> SGD 1,795 + GST |

40% CASH BACK on all HRM Congresses

The Productivity Innovation Credit (PIC) Scheme offers Singapore registered companies 40% cash back on all HRM Congresses. Or a 400% tax deduction instead, the choice is yours.

| Congress & Masterclass Package | |
|---|---|
| Enhance your learning by attending our congress and one or both of our upcoming Masterclasses designed to provide you with an in-depth, practical and interactive learning experience, spend the time to go deeper with a subject matter expert to refine your skills even further – see our congress and masterclass packages below. | |
| | Regular Fee |
| Congress + Employee Performance Management Masterclass (10% discount) | <input type="checkbox"/> SGD 3,726 + GST <small>Total saving of SGD 414.00</small> |
| Congress + Compensations & Benefits Masterclass (10% discount) | <input type="checkbox"/> SGD 3,726 + GST <small>Total saving of SGD 414.00</small> |
| Congress + Both Masterclasses (20% discount) | <input type="checkbox"/> SGD 5,188 + GST <small>Total saving of \$1297.00</small> |

| Delegate 1 |
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| Name: |
| Position: |
| Email: |
| Phone: |

| Delegate 2 |
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| Position: |
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| Methods of Payments |
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| <input type="checkbox"/> UPON INVOICE |
| <input type="checkbox"/> CREDIT CARD : I authorize HRM Asia to debit my: <input type="checkbox"/> VISA <input type="checkbox"/> MASTER CARD <input type="checkbox"/> AMEX |
| Total amount payable: |
| Credit Card Number: |
| Expiry Date: |
| Name On Card: |

| Billing Details |
|---|
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| Company Size: <input type="checkbox"/> 1-199 Employees <input type="checkbox"/> 200-499 Employees <input type="checkbox"/> 499 & Above Employees |
| Main Contact: |
| Billing Address: |
| Phone: |
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Data Protection

The personal information entered during your registration/order, or provided by you, will be held on a database and may be shared. Occasionally, your details may be obtained from or shared with external companies who wish to communicate with you offers related to your business activities. If you do not wish your details to be used for this purpose, please contact our database department at email: info@hrmasia.com.sg, Tel: +65 6423 4631 or Fax: +65 6423 4632.