

**Date:** 23<sup>rd</sup> & 24<sup>th</sup> November 2011, Wednesday & Thursday

**Time:** 8:30am – 5:30pm

**Venue:** Corus Hotel, Jalan Ampang, Kuala Lumpur

**Talents** are people who produce **Extraordinary Results**.

The average performers produce the norm. The **extraordinary performers** produce **results of at least one standard deviation (i.e. at least 20%) above the average**.

This workshop focuses on compensation as a catalyst for unleashing the potential of Talents as drivers of organizational results.

### **Program Benefits**

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Participants will benefit from the following:

- Acquisition of principles, conceptual knowledge and operational skills for designing and developing compensation and benefits that motivate **superior performance** for extraordinary results.
- Insights into how to leverage **Employee Value Propositions** to attract, engage and retain superior performers (talents).
- Acquisition of practical skills for developing mission-aligned business related compensation in support of **strategic decision-making** at Board of Directors and Senior Management levels.
- **Knowledge, Skills and Attitude** of competent compensation and benefits managers so that they become recognized as **Strategic Business Partners**.

### **Workshop Content**

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The workshop covers the following areas:

- Assessing the value of Superior Performance and Determining the Commensurate Rewards.
- Formulating Compensation Strategy in support of Strategic Business Partnership with Operations Management.
- How to design a competitive **Employee Value Proposition** to Attract and Retain Talents.
- Motivating Managerial and Leadership Risk Taking for better results.
- Providing Lifestyle Support through compensation design that is aligned with Career Stages.
- The contribution compensation and benefits managers can make to corporate development and organization.

### **Who will Benefit**

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- Heads or Managers with accountabilities for Compensation and Rewards
- Heads or Managers with accountabilities for Talent Management
- Executives with accountabilities for supporting strategic decision-making at Board of Directors and Senior Management levels.

### **Registration**

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To register, please print and complete the attached registration form and **fax to 03-2715 6465** or **email** a scanned copy to [icc@icc.com.my](mailto:icc@icc.com.my) .

A copy of our brochure and registration form can also be downloaded from [www.icc.com.my](http://www.icc.com.my)

Thank you very much and we look forward to meeting you in the workshop.

## **Workshop Program**

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### **1.0 Value of Superior Performance**

- How to compensate Talents.
- Is everyone a Talent?

### **2.0 Clarification of Best Practice Concepts**

- Market Practices vs Best Practices.
- Surveys reflect average market practices, leading organisations innovate.

### **3.0 Linking Pay to Superior Performance Targets**

- How to motivate superior performance via Performance Contracting.
- How to design fair and equitable performance-linked Incentives to ensure appropriate returns on investment (ROI) in human capital.

### **4.0 Formulating Compensation Strategies in support of Strategic Business Partnership with Operations Management**

- Ways for the HR Manager (or Compensation Manager) to become a business partner to the Operations Managers.
- How to incorporate CPI and meritocracy in annual increment decision-making to ensure equitable and justifiable increment settings.

### **5.0 Creating a Value Proposition for Talents**

- Attracting and Engaging Talents.

### **6.0 Compensation Policy Design – Discretionary Benefits**

- Designing benefits to motivate employees to build a career within the organization.
- Nurturing, recognizing and rewarding commitment and loyalty to the organization.

### **7.0 Compensation Policy Design – Perks**

- Designing extraordinary and more competitive benefits to attract and retain Talents.

### **8.0 Compa-Ratios Matrix for determination of Annual Salary Increment and Bonuses**

- Concepts and application in the determination of commensurate rates of annual salary increment based on performance of individual employees and market practices.
- Budgeting for employee compensation - simulation and determination of percentage of salary increases to be awarded.

### **9.0 Role and Competencies of an Effective Compensation and Benefits Manager**

- Operational Role to Strategic Role.

### **10.0 Executive Compensation – Trends & Analyses**

- Analyses of latest data from selected organizations in various industries.
- Market best practices in Executive Compensation.



**WORKSHOP REGISTRATION FORM**  
**Effective Strategic Compensation Management**  
**- Motivating Talents -**  
**A Results-Based Approach by ICC Consultants**

**Dates: 23<sup>rd</sup> - 24<sup>th</sup> November 2011 (Wednesday - Thursday)**

Venue: *Corus Hotel, Jalan Ampang, Kuala Lumpur*

Time: *8.30 am – 5.30 pm*

**Company details**

Company: \_\_\_\_\_

Address: \_\_\_\_\_

Tel No.: \_\_\_\_\_ Fax No.: \_\_\_\_\_

**Registration of seminar participant(s)**

(1) Name: \_\_\_\_\_ Designation: \_\_\_\_\_ (Fee: **RM2,500** / pax)

Tel No: \_\_\_\_\_ Email Address: \_\_\_\_\_

(2) Name: \_\_\_\_\_ Designation: \_\_\_\_\_ (Fee: **RM2,200** / pax)

Tel No: \_\_\_\_\_ Email Address: \_\_\_\_\_

**Authorisation**

This authorisation confirms the terms of this registration form including the payment and cancellation terms as explained below:

Authorised by:

Name: \_\_\_\_\_ Designation: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Registration Fee**  
**2011**

**Registration closing date: 15<sup>th</sup> November**

The registration fee is: **RM2,500 for the first participant,**  
**RM2,200 each for the second & subsequent participant(s)**

The registration fee is inclusive of lunch.

**Payment must be made at least TWO (2) weeks prior to the seminar.**

**Cancellation Terms**

Request for cancellation must be made in **WRITING** to **ICC Consultant Centre**.

- 80% refund for cancellations before 8<sup>th</sup> November 2011
- 50% refund for cancellations between 8<sup>th</sup> November and 15<sup>th</sup> November 2011
- No refund for cancellations after 15<sup>th</sup> November 2011.

If a registered participant is unable to attend, a substitute will be accommodated at no extra charge. Participants should notify **ICC** in writing should they choose to nominate a replacement to ensure proper accreditation for the participants.

Cheques must be crossed and made payable to **ICC Consultant Centre Sdn. Bhd.**

Please complete the registration form and either fax or email a copy to:

**ICC Consultant Centre**

Suite 09-03, Plaza 138, 138, Jalan Ampang, 50450 Kuala Lumpur

Tel: 03-27156468 Fax: 03-27156465 Email: [icc@icc.com.my](mailto:icc@icc.com.my) <http://www.icc.com.my> or <http://www.myicc.com>