

## Agenda

8.15 – 8.45am

**Registrations and refreshments**

8.45 – 9.00am

**Welcome address**

### Main Session

9.00 – 9.30am

**State of the Union – A Review of the Current Rewards Landscape in New Zealand**

*Rachael Finnemore, Practice Manager, 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 New Zealand 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 experiencing 'spikes' in demand and outline Aon Hewitt's forecasts for the year ahead.

9.30 – 10.10am

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

*Peter Harland, Chief Commercial Officer, Aon Hewitt, New Zealand*

With developing skills shortages and the continuing exodus of top talent to overseas destinations; the New Zealand employment market is becoming increasingly competitive. Offering the right insured benefits to your staff not only helps to keep your employees and their families well protected, but can also assist in attracting and retaining top talent.

Aon Hewitt recently surveyed over 200 companies in Australia and New Zealand examining insured benefits offered to employees such as health, life, travel and expatriate, disability and superannuation benefits. This session will present insights from the 2011 Employee Insured Benefits Survey (EIBS) to enable organisations to benchmark against the market and, if necessary, reposition their benefit schemes to ensure they are well positioned to survive the skills shortage. It will also examine issues and innovations relating to benefits delivery.

10.10 – 10.40am

**Morning tea**

10.40 – 12.00 noon

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

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

This interactive session 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:**

Wednesday, 7 September

**Time:**

8.45am – 2.45pm  
(registrations from 8.15am)

**Venue:**

The Crowne Plaza  
128 Albert Street  
Auckland

'Great Seminar.  
Some very  
interesting food  
for thought'

'Excellent prompt to  
challenge thinking'



## Workshops (optional)

12.00 – 12.45pm  
**Lunch**

12.45 – 2.45pm

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

*Jocelyn Anso, 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.

12.45 – 2.45pm

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

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

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.

\*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

### 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.

### Rachael Finnemore

Rachael holds the position of Practice Manager, Talent and Rewards, within Aon Hewitt New Zealand. She is responsible for the overall management and development of one of Aon Hewitt's Auckland offices.

Rachael works with clients across a range of HR practice areas including employee engagement and culture, HR effectiveness and reward management.

Prior to joining Aon Hewitt, Rachael worked for Vodafone New Zealand where she developed and led Vodafone's HR Services function and was responsible for designing and implementing Vodafone's remuneration strategy, as well as management of the operational aspects of HR.

### Peter Harland

Peter is Chief Commercial Officer at Aon Hewitt New Zealand with primary responsibility for the health and benefits practice. Based in Auckland, Peter also works closely with our Wellington and Christchurch branches to service a range of corporate clients and their specific employee benefit needs.

Peter and his team focus on an increasing trend for flexibility within the three main benefit streams of: health, including medical insurance, stress management and wellness; protection, including life, terminal illness, trauma and income protection; and independence, including superannuation and KiwiSaver, estate and financial planning.

With over 30 years of experience in financial services in New Zealand and overseas, Peter is a Bsc Econ Hon and Chartered Insurance Associate.

### Jocelyn Anso

Jocelyn is a Senior Consultant in Aon Hewitt's talent and reward practice in New Zealand.

Based in Auckland, Jocelyn works with clients across a range of HR domains including engagement, talent, leadership and performance management consulting.

Jocelyn has over 12 years' experience in HR, predominantly working in internal HR roles focusing on leadership and talent development, culture and values and driving high-performance.

Prior to joining Aon Hewitt, Jocelyn was the Head of Culture and Capability at Vodafone New Zealand. Jocelyn holds a Bachelor of Social Sciences in Psychology, a Masters of Business Psychology (1st Class Hons) and is a registered organisational psychologist.



# Remuneration Symposium 2011

## Registration form – Auckland



### 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:** Wednesday 7 September, 2011  
**Venue:** The Crowne Plaza, 128 Albert Street, Auckland

- Symposium registration – NZ\$450 +GST
- Please indicate your preferred workshop option:
- More than Numbers – Maximising the Reward Capabilities
- Job Structures – What Will Work for Me?
- I will not be attending the workshop session

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.

### Methods of Payment

- Credit card (please complete section below)  Please forward an invoice to my organisation

#### Credit Card Details

Card Type: (tick one)  Visa  Mastercard

Card number: \_\_\_\_\_

Expiry: \_\_\_ / \_\_\_

Amount: \$ \_\_\_\_\_

Cardholder name: \_\_\_\_\_

Cardholder signature: \_\_\_\_\_

**NOTE:** This document becomes your TAX INVOICE for GST purposes upon completion of payment by credit card. Please keep this document for your records.

*Trading in New Zealand as CSI – The Remuneration Specialists Limited (GST Number: 93-022-365)*

**Please forward your registration form by 12 August, 2011**  
**Either fax to +64 9 304 1599 or scan and email to [natasha.holland@aonhewitt.com](mailto:natasha.holland@aonhewitt.com)**

#### Terms and Conditions

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

