



## 2nd Performance & Reward

Balancing productivity and rewards in achieving organization goals

*"The achievements of an organization are the results of the combined effort of each individual."*  
*Vince Lombardi*

14<sup>th</sup> & 15<sup>th</sup> October 2014, The Royale Chulan Hotel Kuala Lumpur



### Overview

Establishing effective performance management programs and reward system in competitive environment remains as a challenge for most of the organizations today. The biggest obstacle in the performance and reward system is making employees to understand and benefit from it.

According to Mercer's Global Performance Management Survey 2013, many organizations today overlook on how to derive value from their performance management program. The survey result shows that many struggle to achieve important outcomes such as focusing employees on the "right" things and driving them to perform at a higher level.

On the other hand, designing a total reward package can be a challenge in order to find the best fit approach. Employees are increasingly looking beyond the numbers such as work-life balance, benefits and career opportunities.

2nd Performance & Reward aims to identify the current trends with the best practices of performance and rewards to ensure employees and employers speak the same language and most importantly to the achieve organization goals.

### Key take-aways:

- Aligning performance and reward trends successfully
- Reviewing the total and hidden solutions of employee performance and how to reward accordingly
- Narrowing the cross generation gap
- Understanding the employee capabilities, preferences, workstyle between different generations in obtaining organizational goals

### Who should attend?

CEOs, COOs, MDs, GMs, Directors, Vice Presidents, Heads of Department, Senior Managers, Managers of:-

- Compensation & Benefits
- Performance Management
- Total Rewards
- Organizational Development
- Human Resources
- Learning & Development
- Talent Management
- Employee Engagement