

Pay for Performance, Old & New

Course Objective

This course is for human resources leaders responsible for supporting performance management in their organisations, and who need to evaluate the merits of using (or not using) ratings, forced distributions (stacked ranking) or other tools, given the recent decision to move away from such tools by many respected companies. The course examines the trend to drop the use of ratings, and related drivers, enablers and barriers. It reviews the basics of performance management, immersing participants in a quick overview of various approaches to performance management and their pros and cons. A comparison of traditional and emerging salary guidelines is included, based on original research and real life examples from respected multinational companies.

Target Audience

This course is ideal for all HR leaders with responsibility for developing performance management or pay-for-performance practices for their organisations.

Learning Outcomes

By the end of the session, participants should be able to:

1. Explain the details behind the headlines of companies dropping ratings
2. Explain the drivers, enablers and barriers of moving away from use of ratings
3. Assess their organisation's readiness for managing performance without ratings including management readiness, team performance culture and communication
4. Re-examine the objectives of a performance management system
5. Explain alternative methods for performance appraisal, and their pros and cons
6. Overcome challenges with traditional performance management methods
7. Redesign a salary matrix to incorporate future-looking talent value



Speaker Profile

Tom Farmer is Managing Director of Freelance Total Rewards, a Singapore-based consultancy founded in 2013. Formerly with Hewitt and Mercer, Tom has more than 10 years consulting experience, on top of 20 years of corporate experience. He has consulted more than 150 companies on compensation practices. His blogs on total rewards topics have been read by more than 10,000 people in 120 countries.

Tom was Vice President, Compensation and Benefits for InterContinental Hotels group for the Americas and Asia Pacific regions, with global responsibility for the company's merit review process, as well as alignment of pay to performance through incentives. Tom has presented original research on "Ending the Use of Ratings in Asia" reflecting more than 100 employers in Asia. He presented a new two-dimensional salary matrix at 5 conferences in 2017.

Fees Type	Full Fees : (Inclusive of 7% GST)
Group Training Only Date: Call Us For More Info Time: 9am to 5pm	

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Compensation & Total Rewards (Hands-on Series)

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