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COMPENSATION & BENEFITS CONGRESS 2008

- ▶ 7 & 8 October 2008
- ▶ Intercontinental Hotel, Singapore
- ▶ **Unbeatable Quality & Value** - This high calibre two-day event features the very best in compensation & benefits as well as rewards, recognition and HR for just S\$499*. Similar events will cost you well over \$2000

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Oliver Freigang
Managing Director & Head
of Corporate Employee
Financial Services
International (CEFS)
UBS AG Switzerland



Kevin Vince Fernando
Vice President Business
Strategy & HR
Acument Global
Technologies Asia



Molly Ang, CCP
Executive Director -
Compensation & Benefits
Seagate Singapore
International



Tom A. Farmer, CCP
Vice President,
Compensation & Benefits
InterContinental
Hotels Group



Frances Chee, GRP
Manager,
Compensation & Benefits
InterContinental
Hotels Group



Laura Sejen
Global Director of
Strategic Rewards
Watson Wyatt



Judy Newgreen
Director
Priority One
Training (Australia
& Asia)



Lee Quane
General
Manager - Asia
ECA International



Greg Campbell
Country Manager
ipac Financial
Planning Singapore



Cheok Mei-ing
Head, Corporate
Consulting Services
ipac Financial
Planning Singapore



Lim MengLin
Assistant
Vice President

Managing compensation & benefits, as well as maximising the value of your reward & recognition strategies, is an increasingly powerful tool in the war for talent. But with the differing needs of the business, budgets, talent/ performance management and retention, it can be a complex issue requiring more than a little innovation if all objectives are to be met. The second annual **Compensation & Benefits Congress** has been tailor-made to help you implement and advance the best possible compensation & benefits packages along with rewards & recognition strategies.

The **Compensation & Benefits Congress** is a two-day event featuring leading speakers from Comp & Ben, Rewards, Recognition and HR. Each speaker will be sharing their expertise along with winning practices, strategies, internal case studies and invaluable take home action plans.

*Early Bird Special. Registration and payment received by 19 September 2008

Participating Organisations:

Official Media Partner : Event Organised By:



Why you should attend:

- » Review the latest trends in Compensation & Benefits
- » Develop a winning rewards strategy to support talent attraction and retention
- » Use rewards more effectively for talent engagement
- » Manage the rapid increase in cost of living for expatriates in Singapore
- » Discover innovative solutions to enhance existing talent management strategies
- » Manage comp & ben for international assignees
- » Implement change management strategies to support successful implementation of rewards
- » Understand the role of Compensation & Benefits to retain high performers
- » Create steps for designing a compensation & benefits strategy
- » Identify the essential tools for managers to implement flexible work practices

PLUS Inside case study presentations from leading employers including:

InterContinental Hotels
Seagate
UBS AG
Acument Global Technologies Asia

Designed exclusively for:

Human Resources
Business Leaders
Marketing & Communications Specialists
Recruitment Professionals

Esteemed speakers & topics include:

Tom A. Farmer, CCP
Vice President, Compensation & Benefits
InterContinental Hotels Group

Frances Chee, GRP
Manager, Compensation & Benefits
InterContinental Hotels Group

Managing Rewards for a Regional Portfolio: focus on China, India and Singapore

- » Hear how IHG develops rewards strategies to support attraction and retention of talent in China, India and Singapore
- » Learn how IHG contributed to a doubling of employee engagement in India by listening to employees and responding on rewards issues
- » Participate in a live audience poll on retention strategies for Singapore, as the war for talent heats up with the coming of Integrated Resorts
- » Learn how to use change management strategies to support successful implementation of rewards programme changes

Kevin Vince Fernando
Vice President Business Strategy & HR
Acument Global Technologies Asia

Effective Compensation and Benefit Strategy to Retain High Performers

- » Clarifying what a Compensation & Benefits Strategy is
- » Value of Compensation & Benefits to Business Strategy
- » Role of Compensation & Benefits to retain high performers
- » Process of designing a compensation and benefits strategy
- » Implementing the strategy for results

Lim Meng Lin
Assistant Vice President

Pay-for-Performance

- » Scenarios for Pay-for-Performance
- » Critical steps to develop a successful Pay-for-Performance culture
- » What are the benefits?

Greg Campbell
Country Manager
ipac Financial Planning Singapore

Chook Mei-ing
Head, Corporate Consulting Services
ipac Financial Planning Singapore

The New Weapon of Choice in the War for Talent

- » Challenges in attracting and keeping the best talent - issues that they bring to work
- » Different Generations, Different Needs
- » Help your key people achieve Work-Life Success
- » Beyond remuneration: Innovative solutions to enhance existing talent management strategies

Oliver Freigang
Managing Director & Head of Corporate Employee Financial Services International (CEFS)
UBS AG Switzerland

UBS Corporate Employee Financial Services

UBS Corporate Employee Financial Services (CEFS) session will highlight the challenges of HR personnel, different long term incentive (LTI) plans, how technology can improve your effectiveness, and some of the best practices in LTI management.

Molly Ang, CCP
Executive Director - Compensation & Benefits
Seagate Singapore International

Seagate Singapore International Best Practices in C&B

Insight into Seagate's Integrated Total Compensation and Benefits programme

Judy Newgreen
Director
Priority One Training (Australia & Asia)

Flexibility - a move for life delivers

- » lifeMoves® is a strategy for retaining and attracting highly professional people through managing flexible work practices.
- » The Essentials - a diagnostic and instruction tool for managers:
 - Leadership - Manage to engage your people through example
 - Values - Manage to build a culture where people want to work
 - Flexibility - Manage to develop and sustain the commitment of your people
 - Choices - Manage to empower your people
 - Me - Manage to support your people in achieving their best

Laura Sejen
Global Director of Strategic Rewards
Watson Wyatt

Watson Wyatt's new Global Strategic Rewards Survey - global and Asia/Pacific findings

- » Current trends and practices in rewards and talent management
- » Best practices to improve attraction and retention of targeted work force segments
- » Practices of financially high-performing organisations
- » Highlights of differences between the views of employers and employees on drivers of attraction and retention

Lee Quane
General Manager - Asia
ECA International

Asian assignment trends & challenges in 2008

- » Challenges facing Asian multinational companies seconding staff overseas
- » Managing the rapid increase in cost of living for expatriates in Singapore
- » Managing salary delivery for international assignees

Speakers Bio



Tom A. Farmer, CCP
Vice President, Compensation & Benefits
InterContinental Hotels Group

Tom is responsible for all pay, benefits and international assignment programs covering 61,000 employees in Australia/New Zealand, Japan, Greater China, India, and all of Southeast Asia. Tom has been interviewed by CNN, has been quoted widely on compensation issues by the The Wall Street Journal, The Washington Times, The New York Times, Business Week and by the United States Senate.



Oliver Freigang
Managing Director & Head of Corporate Employee Financial Services International (CEFS)
UBS AG Switzerland

Oliver Freigang, based in UBS Zurich, is Head of UBS Corporate Employee Financial Services International (CEFS) since July 2004. Prior to joining UBS, Oliver served in various management roles within Citigroup in Germany, Brussels, London and New York. In his last role (between 2000 and 2003) Oliver was responsible for Product Development and Operations for Salomon Smith Barney International Stock Plan Services out of New York and London. Oliver has been in the Executive Compensation Plan industry for over 7 years and has been instrumental in firmly establishing this business within UBS.



Judy Newgreen
Director
Priority One Training (Australia & Asia)

Judy is a highly experienced trainer with specific expertise in performance management. She has worked extensively across the Corporate, Government & Education sectors in Australia, and in the Corporate and Legal sectors in Hong Kong and Singapore. Judy develops values-based performance management processes and specifically designs and delivers management training programs for the effective assessment, improvement, recognition and reward of performance. Judy's ability to excite and stimulate positive change in the learner enables her to challenge 'what we do', 'how we do it', and delivers insight into 'doing it better'.



Lee Quane
General Manager - Asia
ECA International

Lee has extensive experience in international assignment management and compensation and benefits throughout the world. In his role as General manager of ECA's Asia operations, Lee has worked with major Asian and Global Multinational companies in designing, reviewing and implementing international assignment policies. Prior to taking responsibility for ECA's operations in Asia, Lee worked extensively with multinational companies from ECA's headquarters in London, particularly in the field of assignment allowance management.



Laura Sejen
Global Director of Strategic Rewards
Watson Wyatt

Laura is based in the New York office. She works with clients to ensure their reward and talent management programs align with and support the achievement of their strategic business objectives. She has over twenty years of experience in reward plan design and delivery, including organization analysis; job levelling and base compensation design; market analysis including custom market surveys; annual incentives; sales incentives; recognition programs; performance management and the design of career development and competency programs.



Frances Chee, GRP
Manager, Compensation & Benefits
InterContinental Hotels Group

Frances has operational responsibility for IHG's compensation & benefits programmes throughout the Asia Pacific Region, and has been involved with strategic initiatives in India, China and Singapore. Prior to joining IHG, Frances held C&B positions with Citibank and Hewlett-Packard.



Kevin Vince Fernando
Vice President Business Strategy & HR
Acument Global Technologies Asia

Kevin brings with him a total of 16 years of industrial experience, having worked with both local and multinational organisations. His experience includes holding management and senior management positions in Operations & Strategic planning, Human Resource management, contracts management and Materials Planning and control.



Molly Ang, CCP
Executive Director - Compensation & Benefits
Seagate Singapore International

Molly is responsible for the C&B function in China, Asia Pacific, Singapore, Thailand and Malaysia with a total headcount of 36,000 employees. She is responsible for Base Pay and other pay components, Equity Stock Plan, Variable Pay and Reward Programs, HealthCare and Benefits. Molly brings with her more than 15 years of HR experience and has held various HR positions in different business and service environments in the private and public sectors, such as sales offices, joint venture, engineering, consulting and manufacturing operations.



Lim Meng Lin
Assistant Vice President

Meng Lin has over 17 years of broad and deep HR functional experience with US MNCs in the oil & gas, printed-circuit board industries and express business. She was one of the key players in the successful launching of the new competency-based performance management system in FedEx as well as in preparing the Company to achieve third place in the Hewitt 2003 Best Employer in Asia Survey.



Greg Campbell
Country Manager
ipac Financial Planning Singapore

Greg came to Singapore in 2005 to develop a quality financial planning business and lead the ipac Singapore team. An advocate for consumer financial literacy, Greg actively works with the ipac team and industry players to educate consumers about the importance of sound retirement planning not just in Singapore, but in Asia. In 2001, work led him to Hong Kong, where he started Hong Kong Wealth Management and over a three-year period, he built the company to be one of the first advice-based financial planning firms in Hong Kong.



Cheok Mei-ing
Head, Corporate Consulting Services
ipac Financial Planning Singapore

Mei-ing is charged with helping today's businesses win the war for talent. She now works closely with organisations to beef up their talent attraction and retention strategies and maximise the potential of key talent, by enabling executives to be productive, effective, satisfied and in a position to create wealth. She also ensures broad financial empowerment programmes in the workplace are in place to benefit the employee, and therefore the employer.



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REGISTER NOW
SAVE \$1,000
LIMITED SEATS AVAILABLE

Order Form

Registration includes presentations; lunch, networking sessions, refreshments and delegate pack.

Please reserve _____ seat(s) at "**Compensation & Benefits Congress 2008**" on 7th & 8th October 2008.

- Early Bird Special: S\$499 + GST (For registration and payment received by 19th September 2008)
- Regular Conference Fee S\$1,499 + GST (For registration and payment received from 20th September 2008)
- 10% off for group booking of 3 or more

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How to book

Contact Adelina

 **Tel: (65) 6423 4631 Ext 225**
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 **Email: adelina@keymedia.com.sg**
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