

Managing Your Talent through competency based reward and performance management 23 - 25 January 2008, Johannesburg

Programme Overview

In today's highly competitive global marketplace organisations achieving the greatest success are those that are able to attract, retain and motivate the right calibre of people. Therefore, the approach companies take to managing reward and performance plays a major part in determining the level of success they achieve in this direction.

This programme looks at how companies can introduce competency-based processes simply, quickly and effectively and how their reward systems can reinforce the competency approach.

Competency Based Reward & Performance

The course covers how to:

- Identify and develop the appropriate competencies for your organisation
- Embed these competencies in a series of tools that enable companies to produce:
 - Role definitions based on core competencies required by the organisation
 - Grade structures based on rational and reliable information and reflecting competencies
 - Pay structures that balance internal equity and external market forces
 - Total alignment between the reward and performance processes

The course also looks at how the 'core competency' model can be supplemented with the development of 'functional competency models' for each job family in an organisation. The result can either be integrated with existing appraisal processes or form part of a completely new approach to suit the Performance Management processes.

The benefits include:

- Alignment of reward and performance management processes with business strategies
- Detailed Career Maps for each position in an organisation
- Development programmes for managers and employees
- Career Management and Succession Planning for each area of the business
- Understanding the use of market data to support reward alignment

Participants are provided with 'best practice' guidance, case studies, and the opportunity to develop a competency model and work with "real market" data during the course.

Target Audience

Target participants – Experienced HR practitioners / HR Managers / Directors who already have a working level of knowledge and expertise but who wish to have further training to enhance their skills and increase their operational effectiveness

Timing

This programme is a 3-day course. The timings below are indicative.

Programme

Day 1

Developing the 'core competency' model

- Intro: The use of 'competencies in modern organisations
- Developing the 'core competency' model for your organisation
 - Business Strategy
 - Corporate Values
 - Gap Analysis
- Developing a process for 'profiling / evaluating' the jobs in your organisation
- Developing grading structures

Linking grading with reward systems

- Reward policy and practice and business objectives
- Remuneration strategy
- Salary policy
- Processes
 - Salary structures
 - Internal equity
 - Maintenance / salary planning & budgeting
 - External equity
 - Tax effectiveness
 - Developing Grades and Salary scales

Day 2

Performance Management

- Intro: Underpinning Performance Management processes with 'competencies'
 - Overview
 - Difference between 'core' and 'functional' competencies
 - Developing 'functional' competency models for each job family
 - Process mapping
 - Career Mapping
 - Career Ladders
- Developing Training programmes for managers and employees
 - Key Steps
- Career Management and Succession Planning for each area of your business
 - What this might look like
 - The systems required to drive the process

Linking Performance Management with Reward systems

- Applying Components of Reward
 - Base salary and its constituent parts
 - Cash Allowances and guaranteed payments
- Appraising and rewarding performance
 - Variable pay
 - Short term bonus / incentive
 - Long Term Incentives
 - Non-cash compensation - Benefits

Day 3

How to use Market Data and assess your own organisation's competitiveness.

- Why use surveys?
- Different types of Survey
- Survey processes
- Data presentation and analysis

- Case Study - Analysing a pay position

- The ircc Approach to Salary surveys and reporting structure
- Review of ircc Salary Survey reports

- Case Study - Analysing a policy position

- Multinational Overview

Conclusion

- The role of HR
- Action Planning
- Workshop Evaluation
- Certification and Close.

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TRAINING REGISTRATION FORM
23-25 January, Johannesburg, South Africa

We would like to register delegates for the course:

Managing Your Talent
through competency based reward and performance management

(3 Day Course - Cost SAR 12,000 per Delegate)

Please complete and return to simon.norridge@ircc.co.uk

	Name	Job Title	HR / Reward Experience (years)
Delegate 1	_____	_____	_____
Delegate 2	_____	_____	_____
Delegate 3	_____	_____	_____
Delegate 4	_____	_____	_____

The costs will include the course, all course materials, lunch, tea, coffee and all facilities for the duration of the course.

Primary Contact Details

Name _____

Job Title _____

Company _____

Address _____

Tel: _____ Fax: _____

e-mail: _____