

Specialist Course - HR / Remuneration Structures and Performance Reviews

The following details a brief outline of the objective of the course, who should attend, general comments on the course, length of course, the course content and likely presenters.

Objective

To increase the understanding of remuneration structures and how to best manage these throughout the organisation and ensure that KPIs and performance targets are aligned to incentive plans and salaries so that the company is rewarding the correct behaviour.

To increase the awareness of the critical importance of leadership development and succession planning as a means of protecting shareholder wealth.

Outcome

At the end of the course a successful participant will:

- Be capable of assessing the remuneration structures advocated for and in use within the company in terms of their ability to generate desired outputs having regard to risk;
- Be capable of identifying risks of adverse outcomes likely to result through incorrect incentives in remuneration structures;
- Be capable of assessing appropriate processes to allow performance incentives to flow throughout the company so as to ensure an integrated outcome consistent with the Boards aspirations expressed in the strategic plan.
- Be capable of assessing succession planning and the role of the Board

Who should attend?

This course is aimed at Company Directors who wish to increase their understanding in this very important human resource area, or who are newly appointed to Remunerations Committees of the Board.

General Comments

It is apparent that the majority of Directors, unless they have been at CEO level or have a strong HR background and previous experience, do not fully understand or appreciate the importance of consistency in the remuneration strategy, linkages between incentive and key performance indicators and alignment between the key performance indicators and the strategic plan. Directors are also less aware of their critical role in succession planning in the company and its importance to protect shareholder wealth.

Length of Course

One day

Content

Sessions will cover:

- *Remuneration Structures*
This module will cover details of setting the remuneration strategy and structure for the organisation and offers various examples.
- *Incentive Plans*
This module will outline how Boards can ensure within their remuneration strategy there is a direct linkage between incentive plans and alignment with the strategic goals of the company.

- *Succession Planning*
This module will outline briefly areas to focus on and ways to better succession planning as well as discussions on the coaching of the senior management team and the training requirements.