



Master Class on Performance & Reward

Introduction:

The strategic alignment and engagement of a workforce has become a key competitive challenge for most organisations. This programme highlights what we have learned in terms of best practices and approaches that ensure strategic intentions are delivered (performance management) and at least one part of engagement is satisfied and appropriate behaviour encouraged (rewards management).

With people increasingly choosing and re-choosing their employers an impactful approach in this key success area ensures managers at all levels add considerable value to an organisation's long term success.

Performance Management is a learnable set of knowledge and skills (for Managers and the HR designers alike) and there are better and worse ways to reward employees – particularly best employees. This programme helps all who attend develop these vital best practices.

The expectations on organisations to “get this right” continue to rise and the ability of the line manager and HR to work together successfully is a significant contributor in delivering this increasing stakeholder demand

OVERALL OBJECTIVES:

At the completion of the programme participants will:

- Have identified the criteria on which people choose and re-choose their employers and identified improvement areas for their own organisation to become and remain an “employer of choice”.
- Have practiced and developed their capability and confidence to manage individual and business performance in line with strategic intent.
- Have practiced and developed their capability and confidence to provide differentiated rewards based on performance and potential.

More specifically they will have:

- Practised writing and delivering KPIs for a variety of roles within the context of AOP demands.
- Gained greater understanding of the key aspects in conducting impactful performance and development reviews.
- Identified best practice approaches to providing differentiated cash and benefit rewards based on business/individual performance.



- Importantly, gained confidence to implement their learning back into their workplace.

METHODOLOGY:

- The programme is conducted live online using a variety of learning methods so that participants have a varied and interesting learning experience.
- It is conducted from a very hands on perspective and all aspects of the programme content are delivered with a view to their practical use on return to work.
- Inputs, exercises, discussions, case studies and known best practices form the backbone of the participants daily experiences.
- Substantial focus is placed on learning transfer post the event to impact business progress and success.

Features of the Program:

- **Duration:** 6 hours
- **Date:** 15, 16, 17 September
- **Time:** 7.30 pm to 9.30 pm BST [each day]/ 1.30-3.30 pm GMT
- **Mode of Delivery:** Online LIVE via zoom
- **Interaction:** Yes, interactive session
- **Exercise:** Yes there will be exercise to do
- **Certificate:** Yes, Electronic Certificate will be issued
- **Material:** Delegate will receive electronic workbook for the program

Endorsement/ Recognition by International Body:

This Program is recognized by Human Resource Institute – USA & Society for Human Resource Professionals – USA for recertification credit for their Certification Program

“This program is valid for 6 PDCs for the SHRM-CP® or SHRM-SCP®.”
The use of this official seal confirms that this Activity has met HR Certification Institute’s® (HRCI) ® criteria for recertification credit pre-approval.”



This program is also endorsed by International Professional Accreditation Council – Singapore [www.ipacglobal.org]



Trainer's Profile:



Joel Farnworth MAML, Chartered Fellow CIPD. EGTF.
Managing Partner, Kasemsri Farnworth & Associates.

Based in Bangkok, KF&A deliver a range of Strategy, Leadership and Advanced HR Services to clients in the Asia Pacific and MENA regions.

Currently the Managing Partner, Joel previously enjoyed a 22 year international HR career with HSBC, predominantly in Asia and including roles such as:

- Global Head of Talent, Learning and ODD
- Head of HR for Thailand, India and MENA
- Asia Pacific Training Adviser
- He has worked in 38 countries with 50+ nationalities.

In both his permanent and consulting roles he has significant time in, and experience of, working with CEOs and Top Teams developing regional and local HR resources to deliver impactful services to international standards. Predominant focus on improving services that impact sustaining competitive advantage and business success – Strategic Advice, Performance, Rewards, Talent and ODD management. Emphasis also on the creation of appropriate key metrics to track progress and identify/action further improvement steps required.

Essentially an agent and facilitator of change with an eye always on the output and impact of proposed and implemented improvements. Aided by his significant international and multi-cultural exposure, this has made him a sought after consultant and adviser across the Asia region and beyond.

On the Leadership and Strategy front his multi industry and geographic experience, combined with constantly updated research, has given him a proven approach to the development of today's and next generation leaders. Whether as a guest speaker or coaching 1:1 his incisive views of effective leadership and his counsel as to how this can be achieved continue to be requested from new and repeat clients alike.

In addition to his MA in Management Learning, he holds Chartered Fellow status with CIPD and has had the benefit of significant personal development at such institutions as Michigan Business School and Roffey Park. He is accredited in the use of a number of assessment and development tools including De Bono's Six Thinking Hats, OPQ, PAPI and Myers-Briggs.