



Compensation & Benefits *Day*

June 29 2009, Marriott, Karachi

Timings 2:00 pm to 5:30 pm

Why attend?

- To learn from expert practitioners and industry thought leaders as they presented compelling research findings
- To acquire knowledge on the very latest compensation and benefits strategies and best practices
- To identify ways your organization could embrace a Total Rewards Strategy
- To explore new and unique compensation and benefits programs that local companies have established during case study sessions
- To discover tools and techniques to help in evaluating and implementing compensation, benefits and total rewards strategies
- To network with other HR Professionals responsible for Total Rewards

Who should attend?

CEOs, HR Heads/Managers, Compensation and Benefits Professionals, Heads of departments, and Executives involved in attracting, motivating and retaining talented employees for employers of all sizes

Overview

In these few months, one of the most common questions among total rewards and compensation practitioners has been, "What should we do for our employees in a contracting economy: make cost-of-living adjustments to salaries, give cash subsidies for specific expenses, or provide annual increments in accordance to employee performance?"

The answer is simple if the goal of a total rewards program is kept top of mind: offer what is necessary to attract, motivate and retain the talent to achieve desired business results. The offers may vary by employee, organization and industry. End of the day, it is not necessary to balance the compensation and benefits ratio but rather have both elements structured to effectively suit the employees and the organisation's policies as well.

Another factor that has come into play during times of economic downturn is the issue of cutting costs. When organisations are experiencing an external factor like economic downturn, the first thing that is looked at to preserve revenues is to cut costs which include a pay cut for all employees. But care should be taken as a pay cut can actually demotivate employees in the long run.

Last but not least is the retrenchment dilemma, the last option an organisation takes when there are no alternatives left. Of course there are repercussions to be noted when this action is taken as the affected employee will not have just lost a job but his or her livelihood as well. Assurance that he or she will be given substantial means of support to last through his or her unemployment for a certain period of time can help to soften the impact.

At the Compensation and Benefits Day 2009, delegates will have the vital opportunity to enable them to grasp strategies that can help them to remain steady and maintain a balanced pay and rewards structure.

"The important thing is to recognize that it takes a team to produce successful work and the team ought to get appropriate credit for their efforts"

For further details & Sponsorship opportunities:
Cell: 0321 278 1000 | Ph: 021 455 0431



Compensation & Benefits Day

June 29 2009, Marriott, Karachi

2:00 - 2:30

Registration

2:30 - 2:40

Welcome Note and Event Objectives

Hamza Wasi Hashmi, CEO, Terrabiz

2:40 - 3:00

Attracting and Retaining the Best People - The Role of Compensation & Benefits

Tim Southey, Director HR, Dawlance Private Limited

3:00 - 3:20

Developing Incentive Programs That Engage, Motivate And Retain Your Employees In The Current Climate

Salim Azhar, Director Human Resources, Indus Motors

- Creating flexible incentive schemes that motivate and retain employees
- HRM – The Emerging Imperatives
- C&B - The compelling challenges
- Compensation Mgmt. – The Strategic Balance
- Employee Motivation – Stretch for Excellence
- Structures – Sustained support for business strategies

3:20 - 3:50

Field Force Survey: How to align the C&B strategy of your sales force to overcome the economic downturn

Hussain Adenwala, Director Human Resources, Eli Lilly Pakistan Private Limited

- How are companies responding to current economic challenges
- How to make best use of Field Force Survey data / information
- Smart alternatives in managing cost without affecting salary levels & headcount cuts

3:50 - 4:10

Understanding Employer Trends: How to Get an Edge in Developing the Right Benefits Strategy

Ghazala Nadeem, HR Head, Proctor & Gamble Pakistan

4:10 - 4:30

Winning Compensation Structures: A Pakistan Perspective

***Naz Khan**, Chief Executive, KASB Funds Limited

4:30 - 5:30

Panel Discussion:
Managing Change In Compensation Packages in light of the economic downturn

Panelists:

Tim Southey, Director HR, Dawlance Private Limited - **Asma Shaikh**, Senior HR Business Partner, Barclays, UAE - **Salim Azhar**, Director Human Resources & Administration, Indus Motors **Hussain Adenwala**, Director Human Resources, Eli Lilly Pakistan Private Limited - **Ghazala Nadeem**, HR Head, Proctor & Gamble Pakistan; **Tania Zahid**, Sr. HR Manager, GlaxoSmithKline, GNE

4:30 - 5:30

Hi-Tea

Compensation & Benefits Day

June 29 2009, Marriott, Karachi

Key Speakers and topics



Tim Southey

Director HR
Dawlance Private Limited

Topic: *Attracting and Retaining the Best People - The Role of Compensation & Benefits*



M. Hussain Adenwala

Director Human Resources
Eli Lilly Pakistan Private Limited

Topic: *Field Force Survey: How to align the C&B strategy of your sales force to overcome the economic downturn*



Salim Azhar

Director Human Resources Indus Motors

Topic: *Increasing Employee Performance And Retention – Developing Incentive Programmes That Engage, Motivate And Retain Your Employees In The Current Climate*



Ghazala Nadeem

HR Head
Proctor & Gamble

Tentative Topic: *Understanding Employer Trends: How to Get an Edge in Developing the Right Benefits Strategy*



Naz Khan

Chief Executive
KASB Funds Limited

Tentative Topic: *Winning Compensation Structures: A Pakistan Perspective*

5%

discount for:
MAP (Management),
PSTD, ICAP
& ICMAP
members

4 for 3 offer

Every
4th
participant from the
same organization
is FREE

Seminar's Investment:

Rs. 4,500/- per participant

For Registration:

Cell: 0321 278 1000

Phone: 021 455 0431

E-mail: register@terrabilgroup.com

terrabilgroup@gmail.com

Fax: 021 455 7264