



**DELEGATE INVITATION
75 GUEST TICKETS
APPLY NOW!**

E-REWARD PRESENTS SHOWCASE ON COMPENSATION PLANNING SOFTWARE

LONDON 26th APRIL 2017

The new generation of compensation planning software is powerful and highly effective: choosing the right system is vitally important, and reward practitioners are looking for all the help they can get to ensure that they make the right buying decision.

E-reward.co.uk is inviting – absolutely free of charge – 75 senior reward practitioners and internal IT staff to a 'Discovery Day', aimed at equipping you with all the information you need to make the right strategic buying decisions.

This unique event, led by Alan Gibbons, Managing Director of the [The Reward Practice](#), showcases the best compensation software systems. We spotlight advice, solutions and what's available today.

- > **Tools and guidance for you to streamline and simplify your reward structures prior to software selection.**
- > **Expert advice on software selection and implementation.**
- > **Review, in one day, some of the leading solutions currently available, and the key aspects of each, including cost indications.**
- > **Features interactive and case-study sessions hosted by suppliers.**
- > **How to develop a business case for introducing or changing compensation software.**
- > **How to determine what is needed from your compensation software system and what needs to be customised.**
- > **How to choose your provider.**
- > **How to negotiate the best deal.**
- > **How to overcome the most common pitfalls.**

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SHOWCASE ON COMPENSATION PLANNING SOFTWARE LONDON 26th APRIL 2017

The 2017 Compensation Planning Software conference is set to become the most talked about reward event of the year. This unmissable day will go much further than our essential informative sessions on software selection and implementation: our aim this year is to provide in-house compensation professionals with the tools and guidance for them to **streamline and simplify their reward structures prior to software selection**, particularly for those who have little or no exposure to this specialist software and what it can do.

Our facilitator, **Alan Gibbons, Managing Director of the [The Reward Practice](#)**, has created the perfect blend of workshop sessions to enable companies with limited resources to tackle their software selection with confidence.

REWARDS TOOLBOX

“Many clients I meet are ready to move ahead with selecting the right software, but frankly, a lot of initial work needs to be done to create effective pay and grade structures ready for transition into the most suitable compensation planning systems. So this year, our seminar will start with an easy-to-use “Rewards Toolbox” that I designed in 2016 for one of the world’s major pharmaceutical companies. It was used to streamline its reward practices across 60 countries. This exciting methodology has never before been publicly showcased. It will enable delegates to understand the task ahead of them and to ensure that their compensation practices are properly aligned prior to any software selection initiatives.”

– Alan Gibbons

Using this toolkit approach, Alan strongly believes that companies can quickly (and quietly!) put their house in order and be assured that their internal and external rewards strategies match the best in the business and are ready to integrate with the right compensation software.

OVERVIEW OF CONTENT FOR CONFERENCE

Following this toolkit case study, Alan will provide a step-by-step guide to software selection designed to quickly find a way through a plethora of selection and buying decisions. There will be five separate sessions in total, interspersed with presentations from our chosen vendor partners.

ROUNDTABLE DISCUSSIONS

Alan is guaranteeing that all delegates come away from the seminar with a game plan on how to move forward. For the first time in 2017, intensive roundtable discussions will take place at each stage in the process, and delegates will be able to carefully construct a project plan suited to their own particular circumstances.

In addition, Alan will welcome delegates’ questions and concerns in advance, so that these may form a focal point for discussions throughout the day.

YOUR INVITATION

We invite you to invest your time in the company of Alan and to work with him to craft your own unique approach to both getting ready for your transformation, and for implementing the compensation software which is best for your organisation.

Complimentary places are limited at this event. If you are a Head of Reward, or a Reward/HR Manager, or an HR Director for an employer with more than 250 employees, you can apply for one of the complimentary places by emailing paul@e-reward.co.uk

We are also inviting your IT staff. They have a crucial role in working with the reward team to purchase and successfully use the system that is right for both of you.

Attend the exhibition showcasing the leading compensation planning systems.

SEMINAR LEADER



Alan Gibbons is Managing Director of [The Reward Practice](#) and is one of Europe's best-known reward professionals. He has been a Rewards Consulting Partner with both KPMG and PwC, and was also the Global Head of Reward and Performance Management at Accenture until founding the Reward Practice with a number of former colleagues.

Over the last 25 years, Alan has worked with a large number of Fortune 500 and FTSE 100 companies and has specific rewards experience in banking, retail, brewing, manufacturing, communications and hi-tech companies. He has helped a range of companies with mergers and acquisitions, and has a reputation for getting things done. In the public sector, he has worked extensively in the health service, the police and prison services, and in the education sector. His interests are varied, and currently include the design of more effective incentives, the reduction in HR costs, value-based rewards programmes and the link between risk and rewards in banking.

THE VENUE

The event will be held at [Copthorne Tara Hotel](#), Scarsdale Place, Kensington, London, United Kingdom W8 5SR (GPS W8 5SY). T +44 (0) 20 7937 7211

The Copthorne Tara Hotel London Kensington is a four-star hotel in Kensington, located just a two-minute walk from [High Street Kensington underground station](#). The station is on the **Circle line** between Gloucester Road and Notting Hill Gate, and the **District line** between Earl's Court and Notting Hill Gate.

EXHIBITION

This one-day seminar and accompanying exhibition has been carefully designed by E-reward to offer reward practitioners help in choosing the best compensation software solutions available for your organisation.

- **Showcases some of the compensation planning software systems in the market.**
- **Review, in one day, some of the leading solutions currently available, and the key aspects of each, including cost indications.**
- **Features interactive and case-study sessions hosted by suppliers.**

WHAT DELEGATES SAID ABOUT PREVIOUS COMPENSATION SOFTWARE SHOWCASES

'There was a lot that I could take away and share with my HR Team. In addition, I appreciated having a bit of one-to-one time with the vendors. It gave my company a better perspective on the possibilities and also, what types of companies are out there that may be able to support us.'

'Thank you very much for the opportunity to join the event – to see some of the products on offer in the market for prospective buyers.'

'We would like to start the process of gathering information and requirements as soon as possible!'

'Great insights provided in relation to the overall selection of a provider, including the views of the providers themselves.'

'Little you could improve upon – quite an intensive day with a full agenda!'

'An excellent day which was well worth the trip from my perspective.'

'I enjoyed the content and breath of the day.'

'I enjoyed hearing from the vendors and getting "real-life" examples.'

'I enjoyed the interaction with vendors and other attendees.'

'Enjoyed the opportunity to meet the vendors.'

'Enjoyed the up-to-date insights from providers.'



SPONSORSHIP OPPORTUNITIES

Don't spend a fortune exhibiting at trade shows only to keep missing your target. Avoid the 'rent-a-crowd'. Our niche showcase events let you target an elite reward audience with a bulls eye first time.

We've clearly identified the market segment and researched a 'Showcase' event giving you full accessibility to this hard-to-reach audience. And we have invited selected delegates, all with proven interest and a desire to find out more about each specific topic.

The bigger exhibitions have their market. Your product is different and it requires access to decision-makers. Our niche events provide you with access to your target market – a senior-level audience.

The key to selling your solution is to be able to define and subdivide the large homogeneous HR market into clearly identifiable segments with similar needs and wants. Your objective is to market precisely to these people and present your product and services which precisely matches their expectations and needs. Few companies are big enough to supply the needs of an entire market; most must breakdown the total demand into segments and choose those that the company is best equipped to handle. E-reward's niche showcase events do exactly this for you.

- > No crowds of time wasters, no wasted budget – just the precise market you need to sell to and network with.
- > High-calibre audience of 75 senior reward managers from leading UK-based companies.
- > No more than four 'sponsor' speaker slots plus a small number of exhibitors – guarantees you maximum exposure to your target audience and ensures your message is not diluted.

Get in touch for a delegate list and information about the senior reward practitioners and decision-makers who attend our events. We deliver brilliant reward events. The quality and seniority of our audience is hard to beat – all potential customers standing right in front of you. A smaller crowd, but no time-wasters.

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THE AGENDA

Intensive roundtable discussions will take place at each stage in the process, and delegates will be able to accurately construct a project plan suited to their own particular circumstances.

9.00

REGISTRATION AND BREAKFAST

SHOWCASE: A chance for refreshment whilst visiting our exhibitors.

10.00

INTRODUCTION – A GUIDE TO THE OBJECTIVES OF TODAY’S EVENT

10.05

PREPARATION IS EVERYTHING – USING SIMPLE TOOLS AND GUIDELINES FOR YOU TO STREAMLINE AND SIMPLIFY YOUR REWARD STRUCTURES PRIOR TO SOFTWARE SELECTION

Let’s face it – our existing pay arrangements are rarely textbook perfect – issues about internal grading relativity and fit with the external pay market exist even in the world’s top companies. However, some simple housekeeping can transform your current practices and make them ‘fit for purpose’ in terms of being able to choose and implement new systems at least cost and minimum disruption.

So, before selecting the right software, it’s vital to create effective pay and grade structures ready for transition into the most suitable compensation planning systems. This session introduces delegates to an easy-to-use ‘Rewards Toolbox’, designed in 2016 for one of the world’s leading pharmaceutical companies. It was used to streamline its reward practices across 60 countries. This exciting methodology has never before been publicly showcased.

It will enable delegates to understand the task ahead of them, and to ensure that their compensation practices are properly aligned prior to any software selection initiatives. Using this toolkit approach, companies can quietly put their house in order and be assured that their internal and external rewards strategies match the best in the business and are ready to integrate with the right compensation software.

Alan Gibbons, Managing Director, The Reward Practice

10.40

SUPPLIER PRESENTATION / SUPPLIER CASE STUDY

11.10

SHOWCASE: A chance for refreshment whilst visiting our exhibitors.

11.30

DECIDING ON THE FUNCTIONALITY YOU NEED: WHAT COULD THE RIGHT SOFTWARE DO FOR YOUR BUSINESS?

There is no single template of functionality – all compensation planning systems are different. But then, so are you – let's examine what's on offer, what can be customised, and how to create your ideal **system specification**. Great vendors know that your company is in a unique position, and will do all they can to accommodate your needs and make the system work for you from Day 1.

Alan Gibbons, Managing Director, The Reward Practice

12.05

TALES OF THE UNEXPECTED . . .

HWC's presentation will look at a typical day in the life of a reward professional and what that means for us as reward software providers. We will explore some of the more frequently asked questions; some of the challenges that we have faced and we will show why sometimes 'it's just a simple change' never quite ends up like that in reality.

For us at HWC, a successful implementation and ongoing use of compensation software can only be guaranteed when you have the right partnership between client and provider: both working towards shared aims and objectives; both with clear expectations of the roles each party will play. This presentation will help to show you how you can achieve this.

John Thrower – Managing Director, and Claire Bedwell – Client Services Director, HWC

12.35

JOIN US FOR LUNCH

SHOWCASE: A chance for refreshment whilst visiting our exhibitors.

1.35

FROM ADMINISTRATORS TO MODELLERS – MAKING EVERY BIT OF FUNCTIONALITY COUNT

Well-chosen software will streamline reward functionality and activities – but more awaits. You need to demand tailored user experiences and embrace advanced modelling applications which will turn you from a reward professional into an influential business partner and master of talent management. We explore how you can take full advantage of what's on offer and ensure it's included in the packages you invest in.

Alan Gibbons, Managing Director, The Reward Practice

2.10

SUPPLIER PRESENTATION / SUPPLIER CASE STUDY

2.40

SHOWCASE: A chance for refreshment whilst visiting our exhibitors.

3.00

TAKING THE GUESSWORK OUT OF VENDOR SELECTION – CHOOSING YOUR PARTNERS WITH CONFIDENCE

Having assessed your specific needs and done some internal housekeeping, you can open your heart to a range of suitable vendors. We will look at the best-structured approach to doing this quickly and with authority, and especially how to make difficult decisions which are best for you and your company.

Alan Gibbons, Managing Director, The Reward Practice

3.35

SUPPLIER PRESENTATION / SUPPLIER CASE STUDY

4.05

A FINAL REVIEW OF THE PROCESS – HOW YOU CAN FIND OUT MORE AND THEN MAKE INFORMED DECISIONS

A concise round-up of what we have learned today, including the key decisions and activities which will ensure that your software selection process is a complete success.

Alan Gibbons, Managing Director, The Reward Practice

4.15

PANEL SESSION – PUT YOUR QUESTIONS TO OUR PANEL OF EXPERTS

4.45

DRINKS RECEPTION TBC

6.00

CLOSE