
Changing the way we learn to make Reward decisions and being Compliant – A Case Study

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Discussion Items

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2. Current Situation

3. Desired State

4. Solution

5. Outcome



Standard Bank – Corporate and Investment Banking

“A challenging, stimulating and highly rewarding career, in a working environment that is fast-paced, exciting and empowering.”

“We reward individual and team performance with competitive remuneration and incentive programmes, and we encourage our people to mature and progress with extensive learning and development opportunities.”



Current Situation

- Line Managers all learning to work within the new South African Legislative framework
- Predicament - Acts and associated regulations and codes of good practice are clear in their intentions and requirements, **HOWEVER**, clear guidelines and how to's do not exist.
- Luxury of time for classroom based training not viable
- Deadly topic



Desired State

- Line Management equipped to understand:-
 - Reward philosophy, policies and guidelines;
 - Performance Management process principles;
 - How to make effective Reward decisions
- Line Management to be aware of impact of legislation.
- Day to day activities and decisions affected.
- Be mindful of implication of “non-compliant” decisions.



Solution

- Wide cross section of Line Management – young and old; techno wise and techno phobic.
- Innovative business simulation designed to make compliance and Rewards for managers “sexy”.
- Self study approach in workshop environment where assistance is available.
- Highlight the inter relationship of wide range of decisions on Reward



Outcome

- What legislation do I need to be aware of and why
- Potential risks of related to decisions made
- Deeper understanding of Reward philosophy and its application
- Appreciation that “one size fits all” approach is not without its problems



