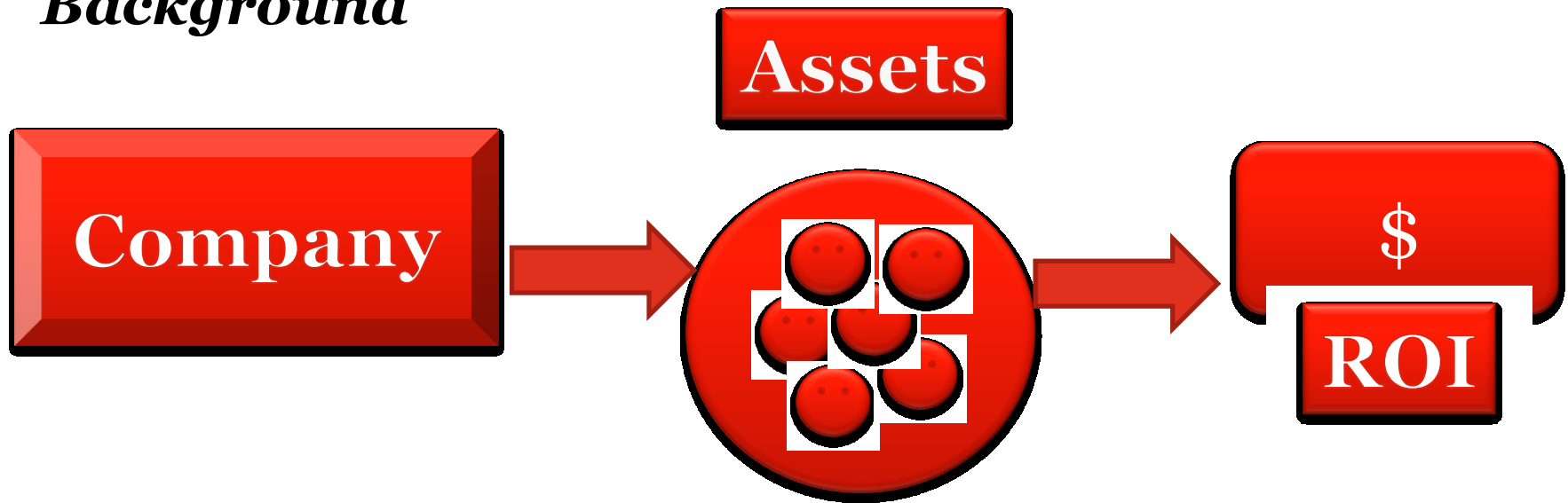


# *Optimising the ROI of your Remuneration offering*

29 October 2010

## *Background*



### **POOR ROI FACTORS**

- Reward strategy out of sync with company objectives
- Ill designed and one size fits all reward structures and programmes
- Losing the balance between Financial and Non-Financial Rewards
- Reward strategy not well managed, understood and branded

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## ***Reward Strategy not in sync with the organisation objectives***

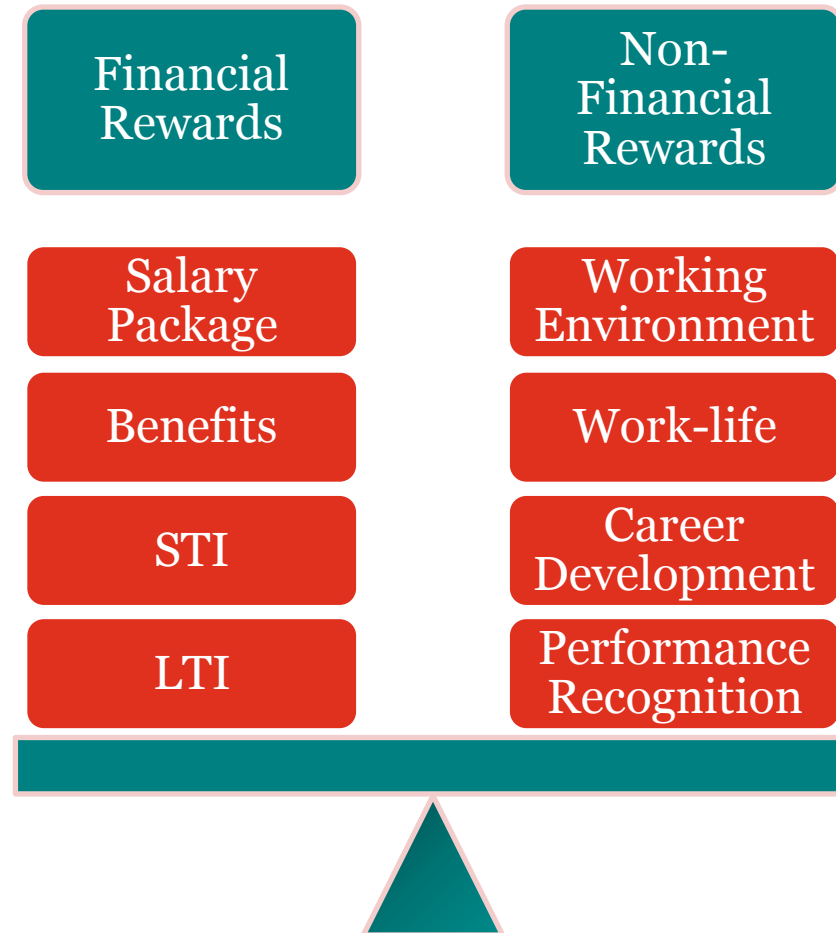
- The company strategy and business drivers not impacted positively by people behaviour
- Reward programmes not in sync with the company life cycle
- The reward strategy not aligned to the long term quantitative and qualitative human resource requirements
- The reward strategy and philosophy not supporting the human resources development and culture of the company

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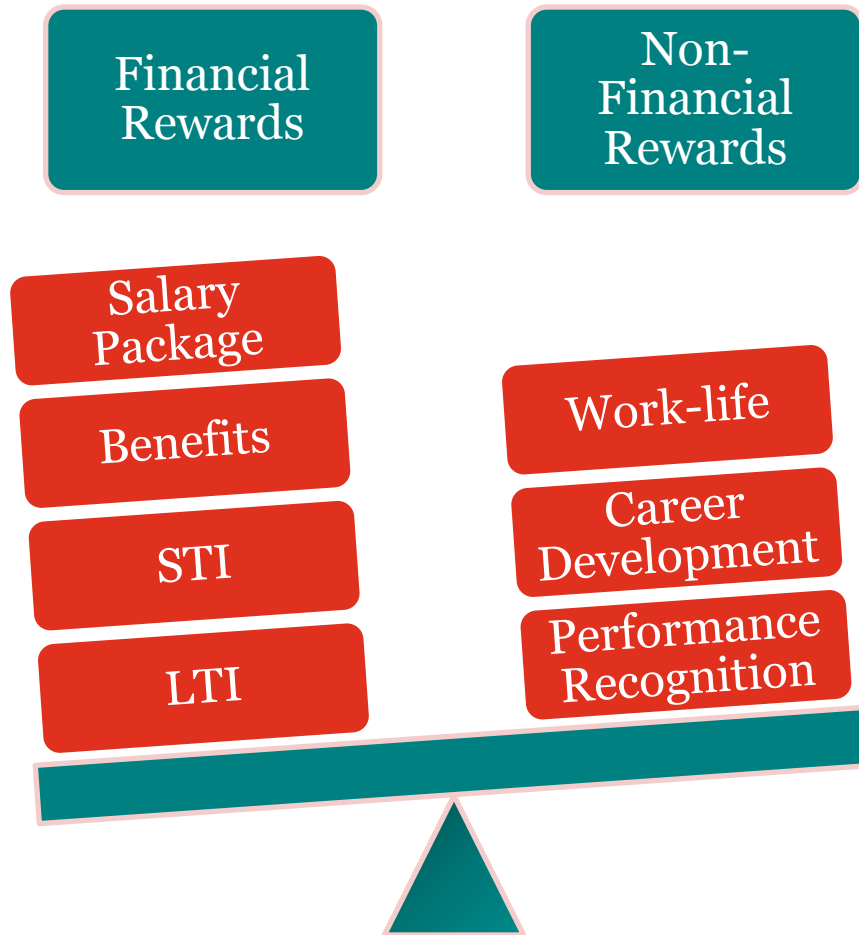
## ***Ill designed and one size fits all remuneration structures and programmes***

- Remuneration Mix Optimisation
- Customisation of programmes for different groups of employees
- Sound design & meeting basic technical requirements
- Aligned to market trends and movements
- Regularly measured against objectives and reviewed accordingly

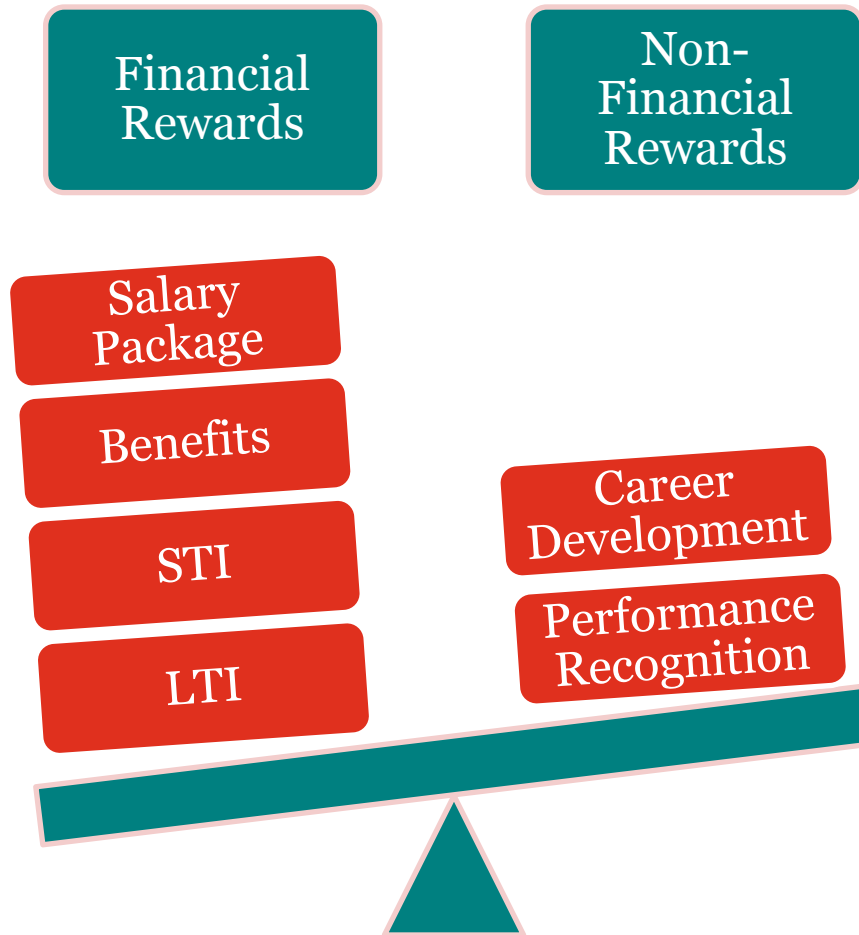
# *Losing the balance between the Financial and Non-Financial Rewards*



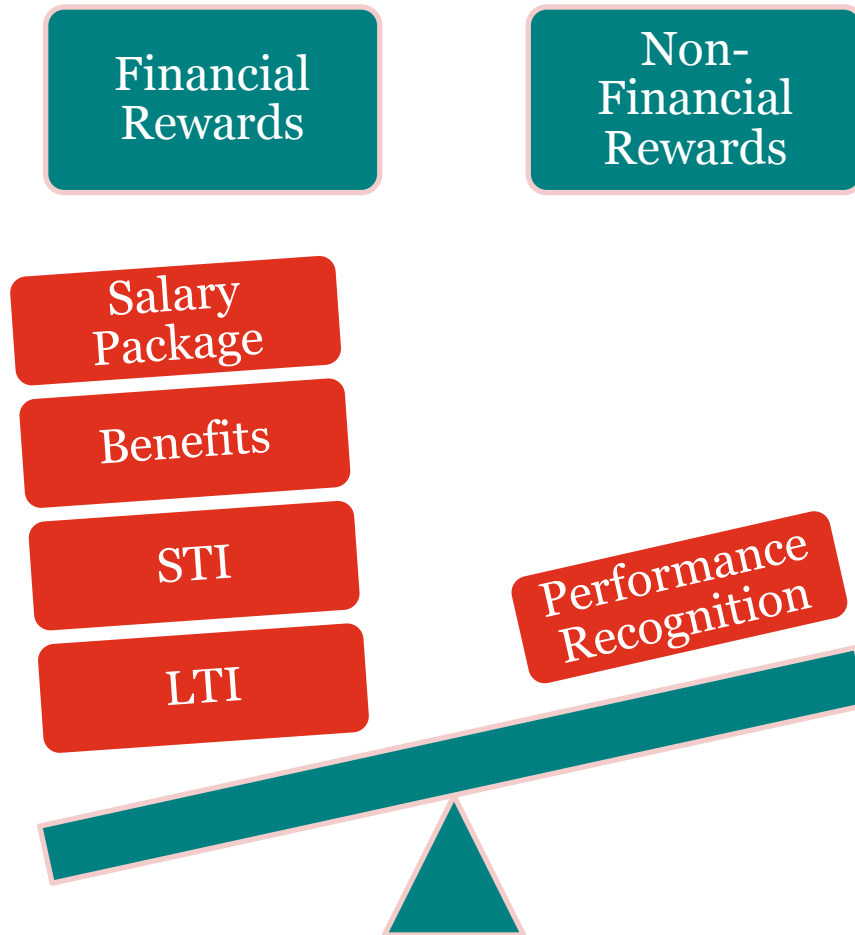
# *Losing the balance between the Financial and Non-Financial Rewards*



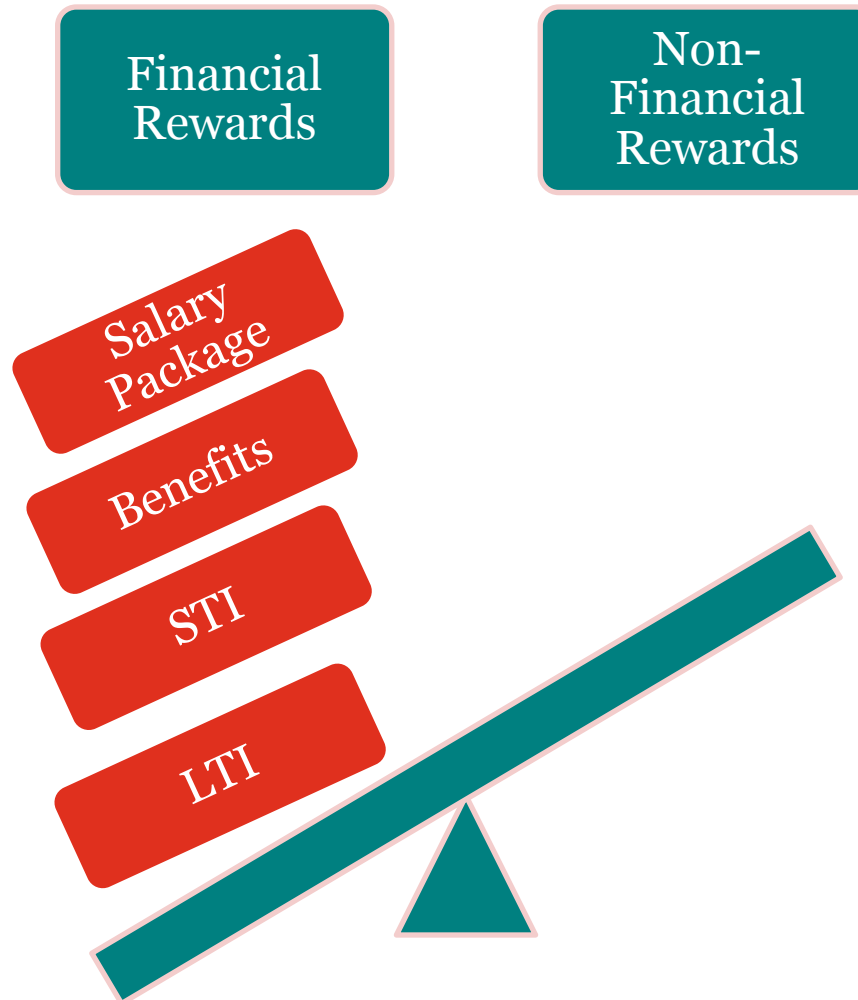
# *Losing the balance between the Financial and Non-Financial Rewards*



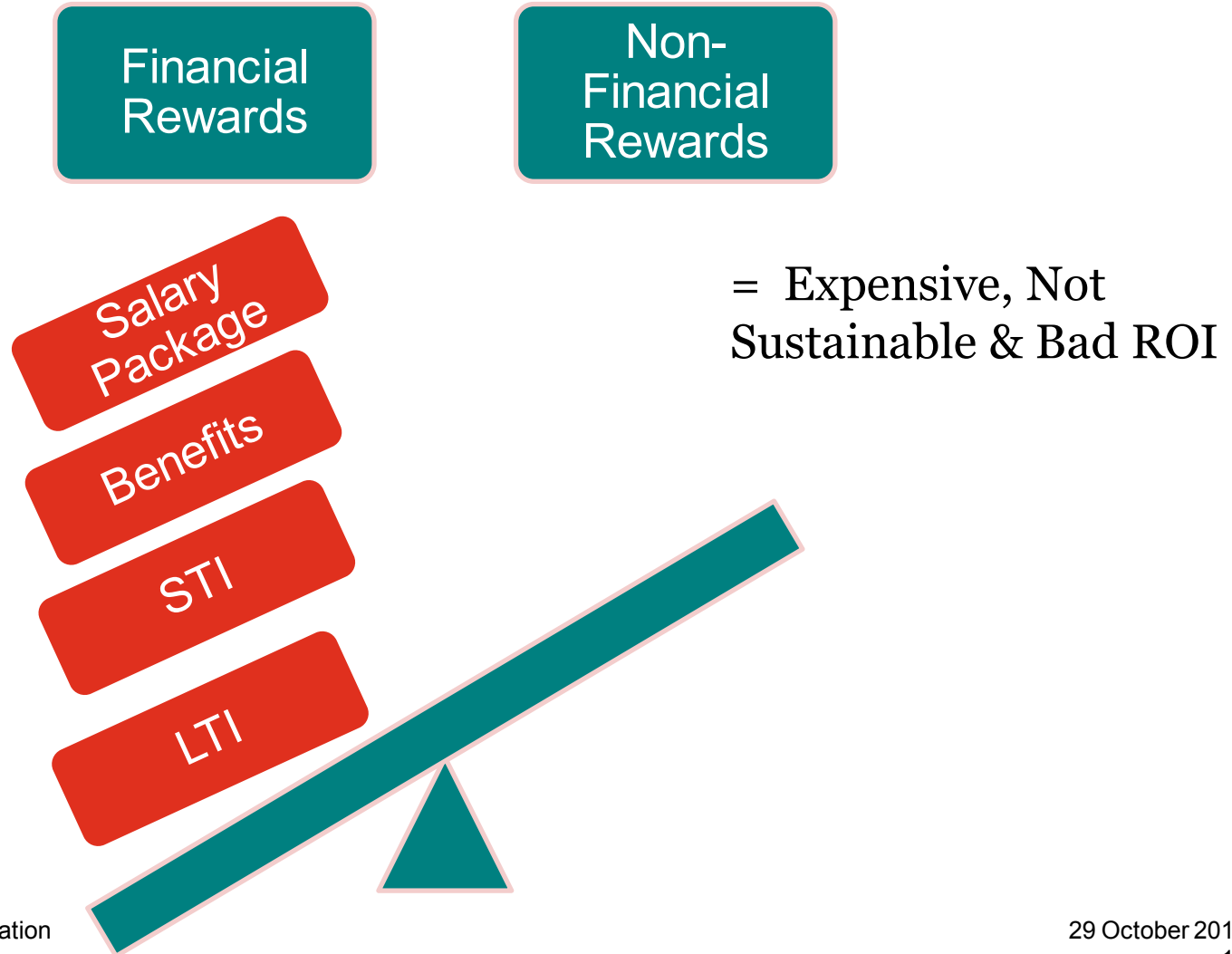
# *Losing the balance between the Financial and Non-Financial Rewards*



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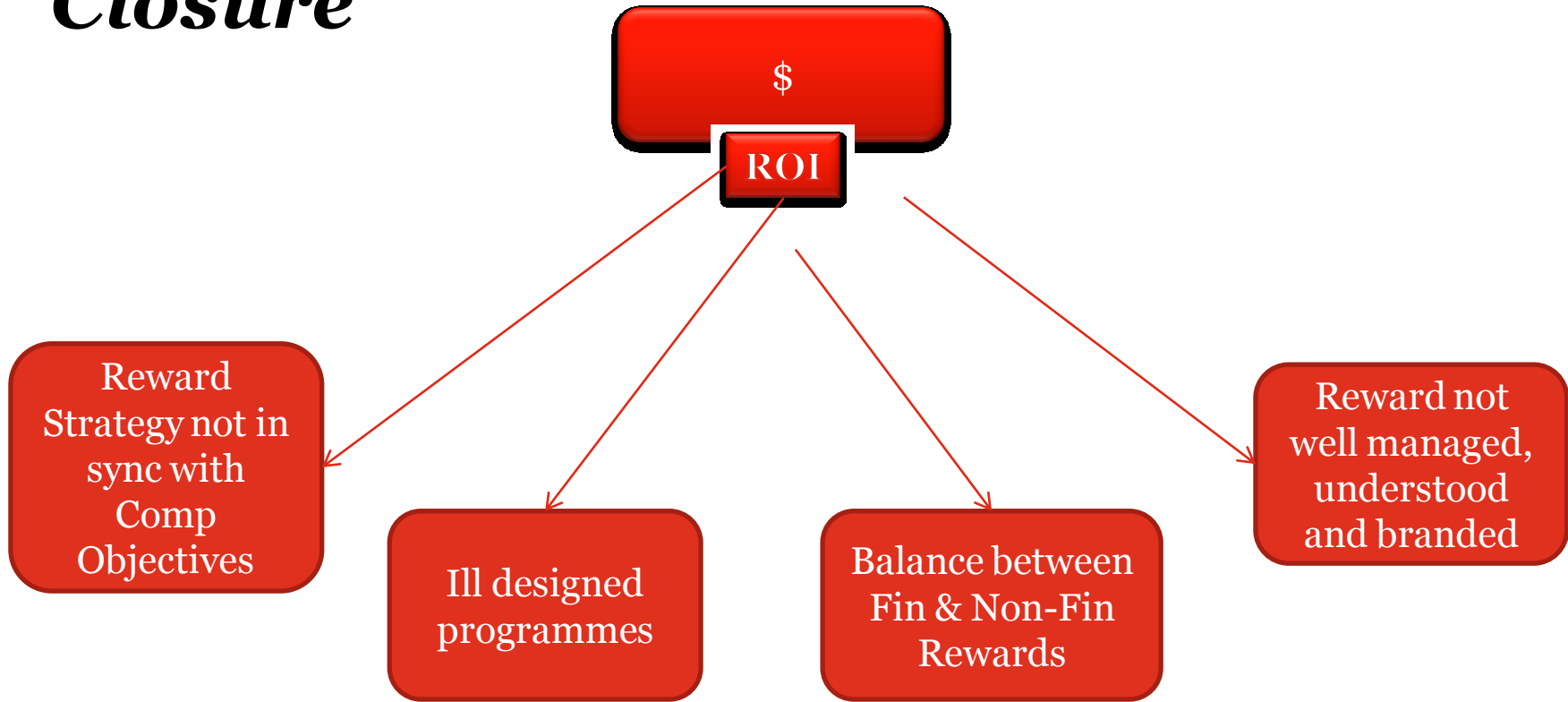


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## ***Reward strategy and philosophy not well managed, understood and branded***

- Lack of a common understanding of the Reward Management Strategy and Philosophy
- Little appreciation for the value of the Reward Offering because of a lack of communication and education
- Lack of openness and poor communication impact trust relationship and pay perceptions
- Management's inability to manage reward effectively.
- Translating the Total Rewards Offering into a EVP that distinguishes you from others and that is valued internally and externally.

# Closure



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