

# Innovation through Collaboration



 WORK CAN WORK BETTER™ 

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# Agenda

- What constrains reward?
- Unlocking Opportunities in Reward
- Solutions and Results
- Issues Facing Reward Globally



What constrains reward?

# Reward is constrained by data, processes and technology.

## Lack data accuracy and availability

- Those who have the data don't share it
- Those that need it don't get it regularly – or at all
- Data gathered is one-off and out of date quickly

## Disparate, manual processes

- Inconsistent policy creates wasteful processes
- Local reward processes repeated around world
- Professionals spend most time on administration

## Scarcity of global specialist systems

- Multiple systems across functions and locations
- HRIS' can't cope with complexity of Reward
- Duplication of technology around the world

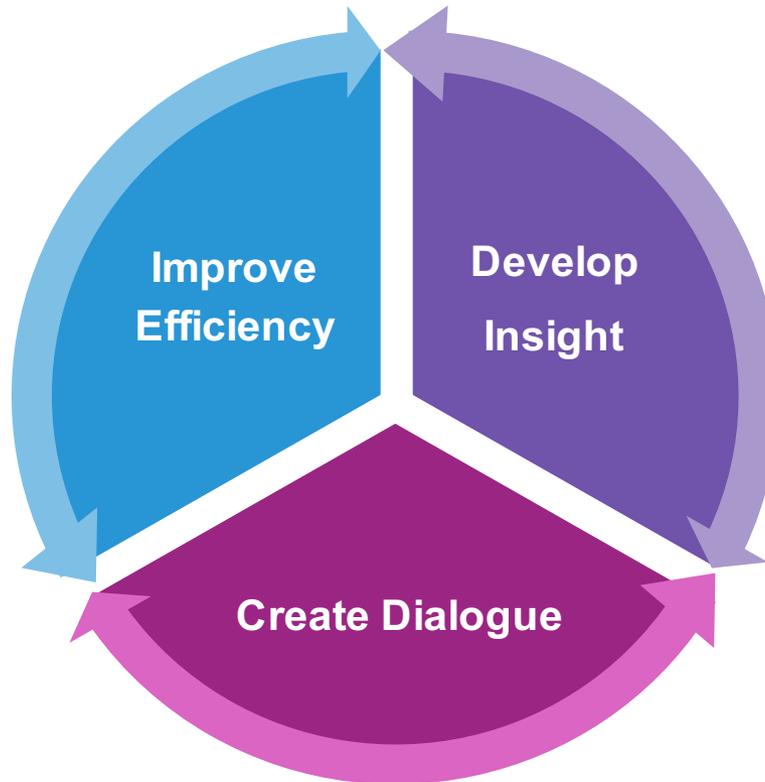


# Unlocking Opportunities in Reward

# If we can solve this challenge we will unlock opportunities in Reward.

1

Simplify data and processes, freeing up practitioners, creating **direct oversight, tangible savings** and **greater consistency** ...



3

... new information translates into new insights around **Reward investment** – how it can better support the needs of the business and the people it employs.

2

... reliable and comprehensive data can **engage people** and gain feedback and opinion on the **effectiveness of Reward...**

A scenic street view featuring cherry blossoms in full bloom, a tree trunk on the left, and several bicycles parked on a cobblestone sidewalk. The scene is bright and sunny, with a blue sky and buildings in the background. A semi-transparent blue banner is overlaid across the middle of the image.

# Solutions and Results

# This has been solved in a collaborative, open and creative relationship.

## Relationship Innovations

- Combined supplier / client organisation
- Combined Project Board
- Independent Chair and Mediator
- Relational contracts

## High Performance Teams

- Value output above personal interest
- Strong trust and mutual support network
- Adaptive to unforeseen events
- Ready to break conventions

## Agile Development

- Spread targets not fixed dates and budgets
- Broad requirements – delegate solutioning
- Early prototyping rather than Big Bang
- Encouragement of “in-flight” changes

## Social Project Management

- Formal management processes
- But project management as “tools not rules”
- Operate as social enterprise, not machine
- Success dependent on social interactions



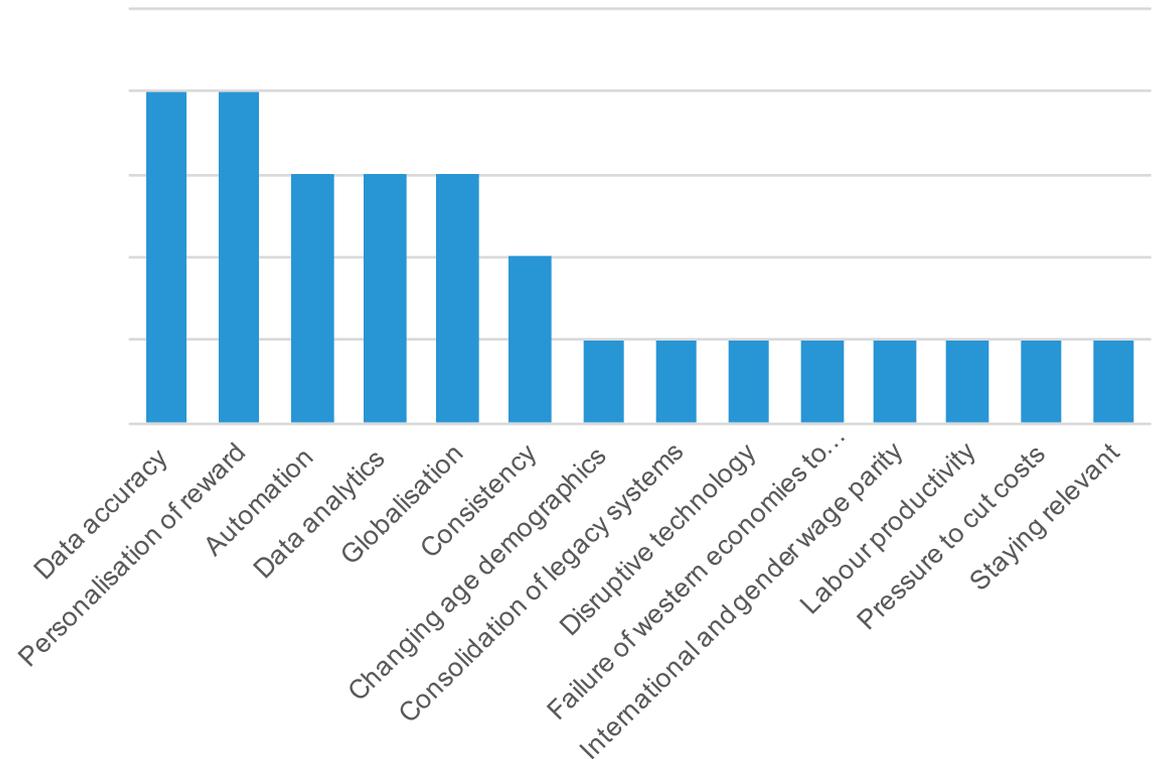
# Issues Facing Reward Globally

# So in the spirit of collaboration... do our interests and needs converge?

## What are the top 3 issues facing reward globally?

- 5 minute table discussion
- Consider issues discussed today
- Feedback to the wider group

Here's what people from a recent poll said...



# Thank you

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