

Humanising technology to engage with your employees

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REBA Innovation Day, London 25th November 2015

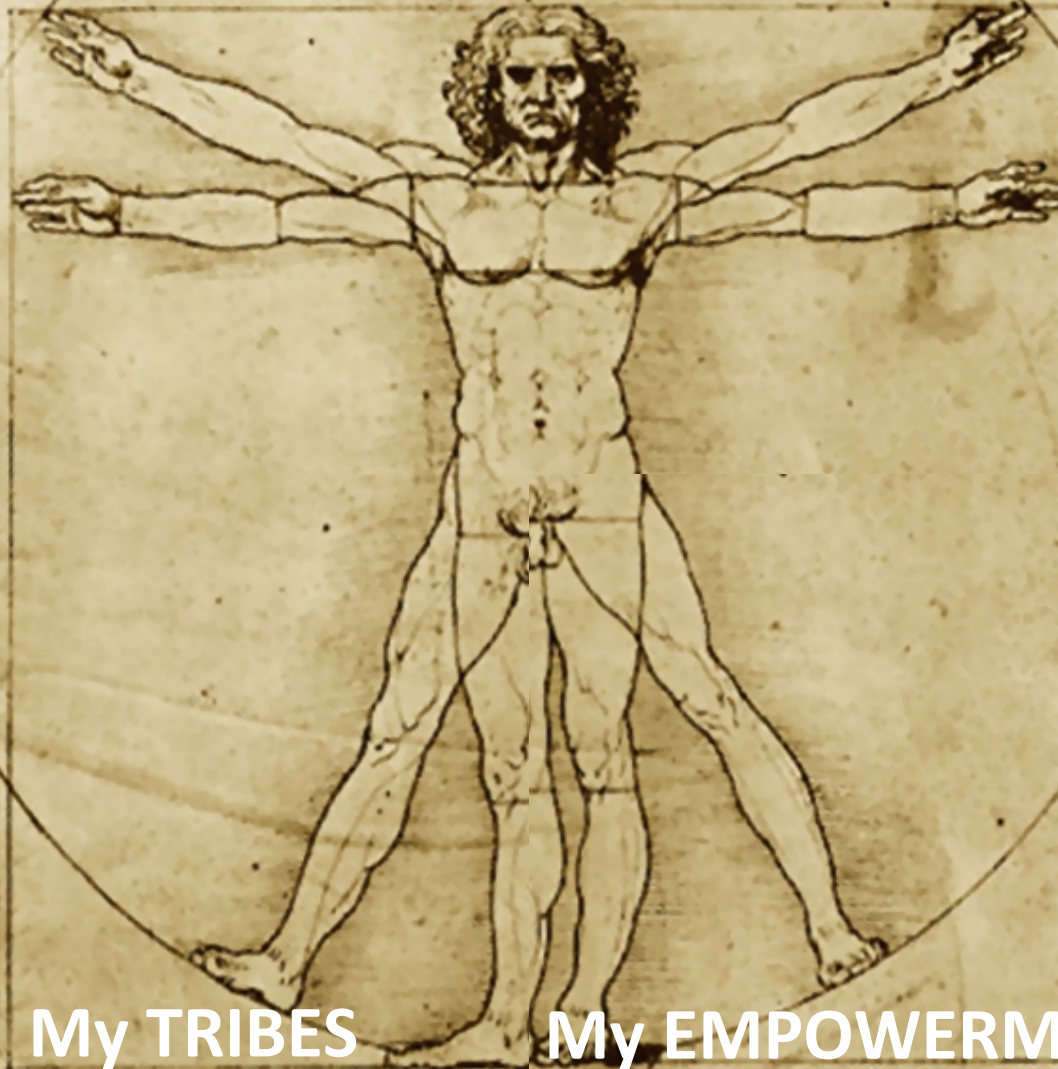
PHILOSOPHY OF MANAGEMENT

"You can buy a man's time, you can buy a man's physical presence at a given place; you can even buy a measured number of skilled muscular motions per hour or day. But you cannot buy enthusiasm; you cannot buy initiative; you cannot buy loyalty; you cannot buy the devotion of hearts, minds and souls. You have to earn these things."

Clarence Francis,
Chairman General Foods.

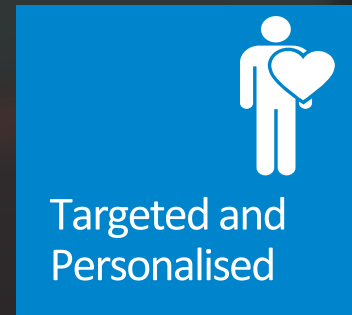
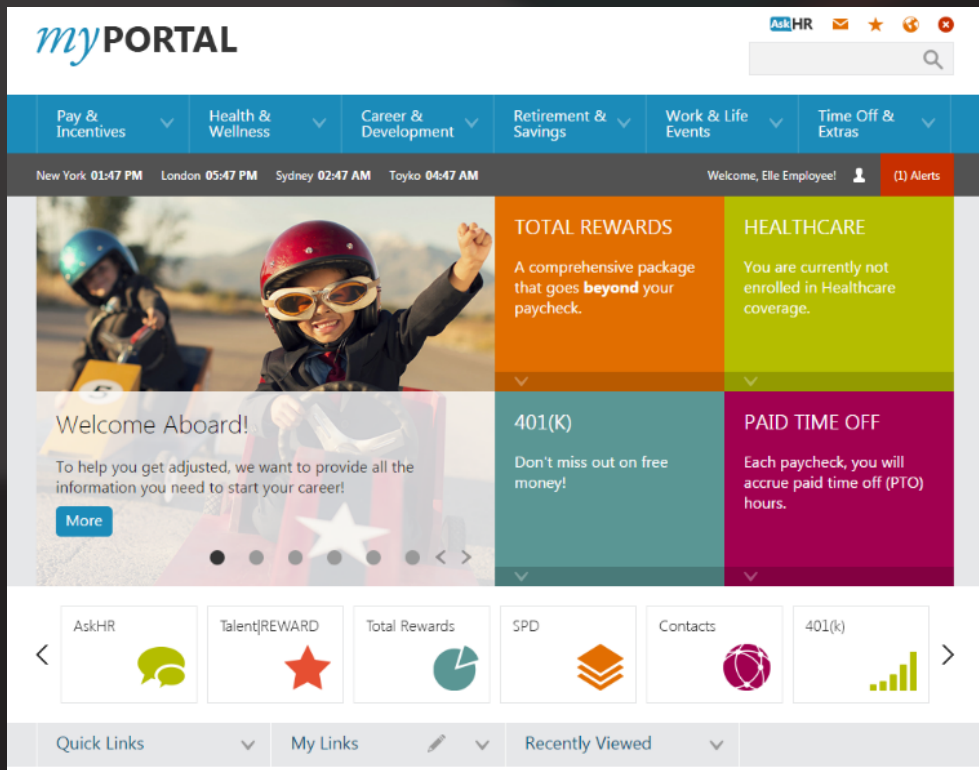
My NEEDS

My MOMENTS



My TRIBES

My EMPOWERMENT



Targeted and
Personalised



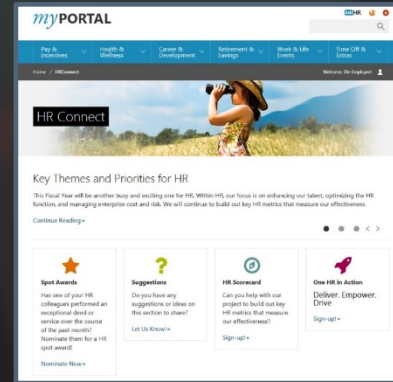
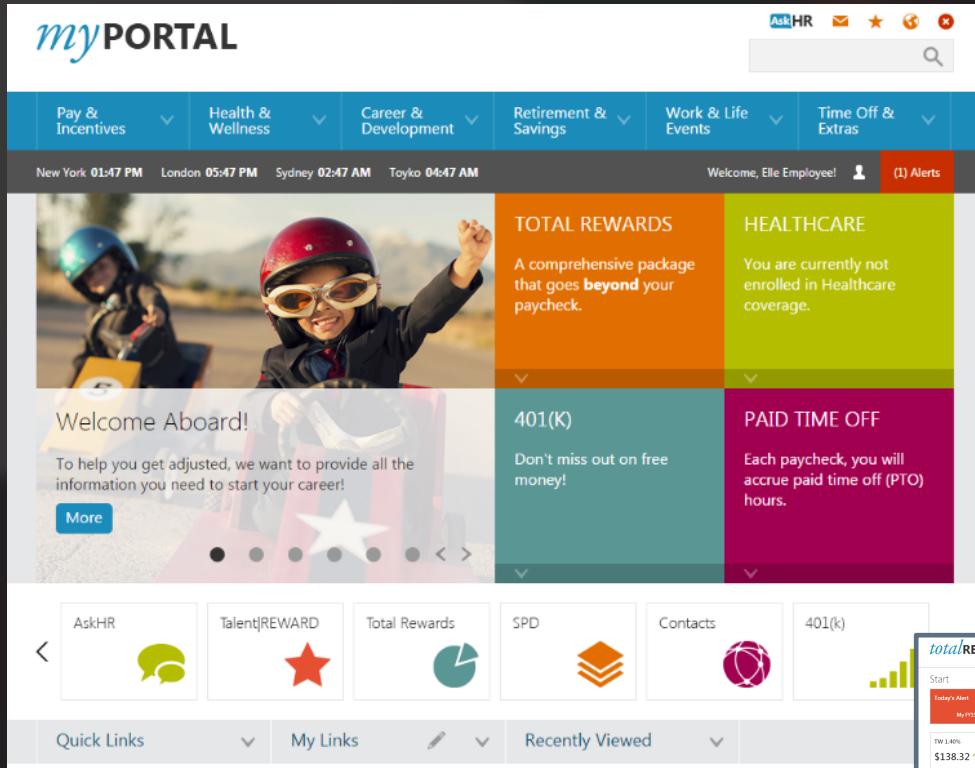
Access &
Design



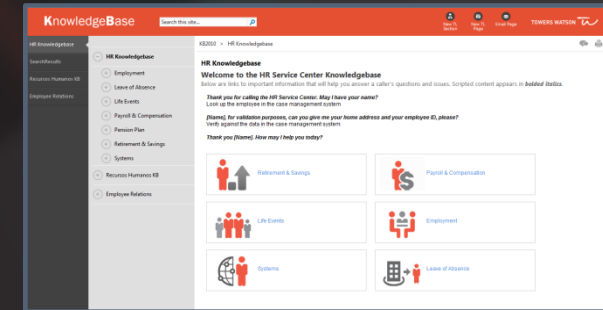
Content
Development



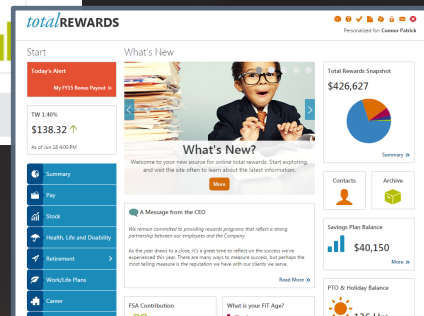
Systems
Integration



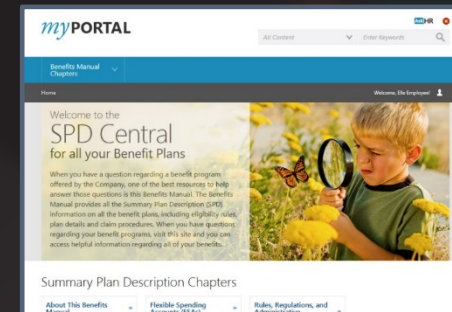
HR4HR
Collaboration



HR Service Centre
Knowledgebase

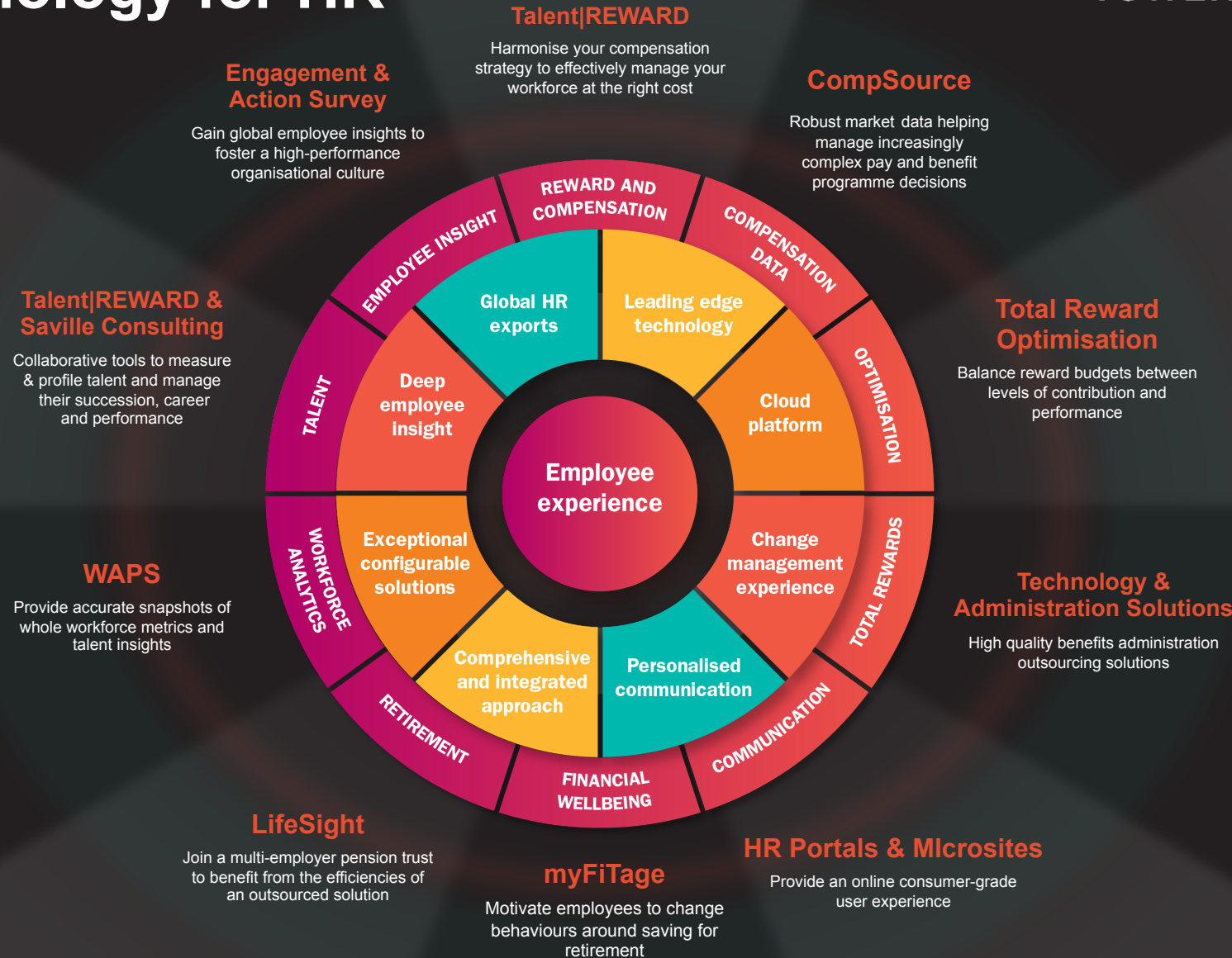


Total Reward Statements



SPDs & Compliance

Technology for HR



HR Portals & Microsites

Overview

Keep employees informed and engaged. **Anytime. Anywhere.** With better self-service, communication and fewer clicks.

Towers Watson's **HR Portal** gives employees, managers, families, retirees and HR the information they need, **when and where** they want it.

Features

Our HR Portal is built and preconfigured with features developed exclusively by Towers Watson that dramatically enhance usability, simplify administration for HR and speed up deployment:

- Live search
- Responsive design
- Recently viewed pages
- Popular searches

Benefits

Consumer-grade self-service – anywhere, on any device

Employee, manager and HR self-service has never been this easy. That is because the portal can be accessed on just about any device – PC, tablet, slate and smartphone – at work, at home, on the go, in any time zone or geography – with powerful results:

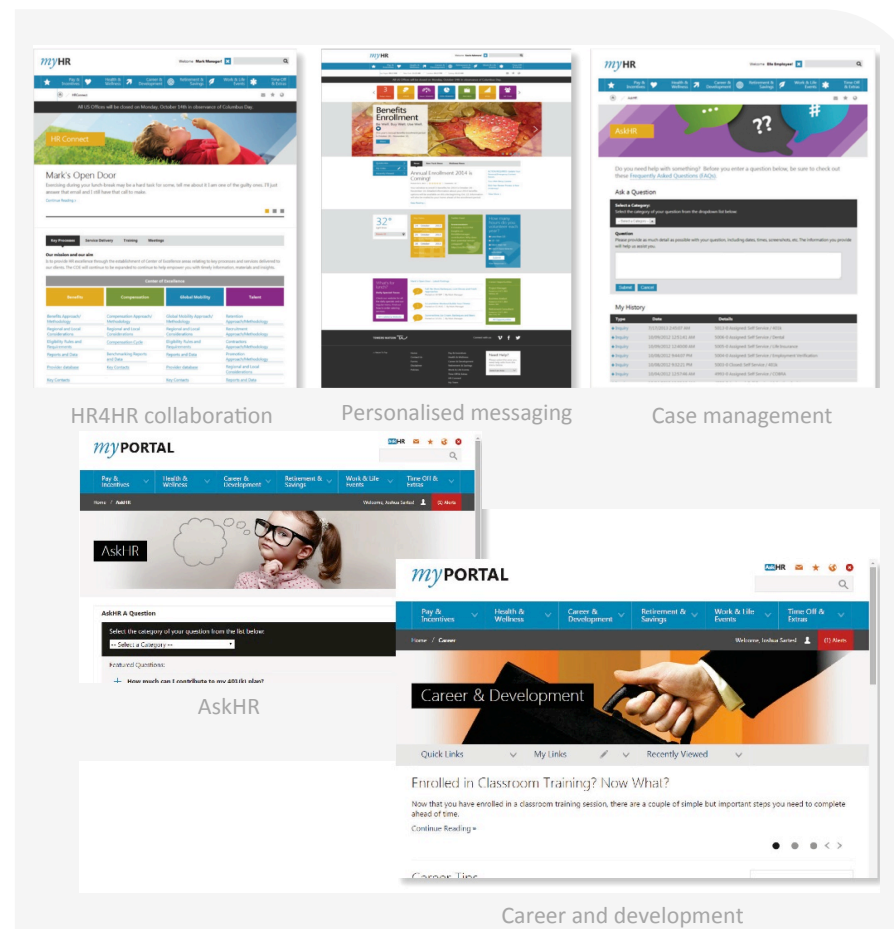
- Self-service when your employees need it
- Service delivery the way you want it
- Lower costs
- High user satisfaction

Flexible, convenient and fast

- Our pre-built HR Portal is four times faster to deploy than custom SharePoint portals.
- Publishing and updating content is as easy as using Microsoft Word® – no technical skills or support from your IT group are needed.
- Roll out globally or phased – it is up to you.
- Hosted in Towers Watson's private cloud for the flexibility you need.

Powerful add-on modules

- **AskHR:** Global HR service centre and case management module specifically for HR. More powerful than IT help desk apps. Built by HR for HR.
- **HR Knowledgebase:** All the information HR service centres need.
- **SPD/Policy Central:** Author, update and publish compliance content, including SPDs and HR policies with ease yet with automated workflow for reviews, approvals and publishing, and compliance-grade audit and archive features.
- **HR4HR:** Global collaboration specifically for the HR function.



Overview

Towers Watson's **Talent|REWARD** empowers organisations to successfully manage their talent from succession, career and performance viewpoints.

Truly scalable and customisable to your own organisational needs, **Talent|REWARD** automates your programmes enabling you to present a fully integrated talent management solution.

Features

Talent|REWARD is designed, developed and delivered by Towers Watson. The talent offering includes:

- **Performance management**
- **Career Management**
- **Succession planning**
- **Learning management**

Benefits

Performance management:

- **Define performance processes** into configurable workflow steps
- **Align on goals and objectives** with options for weighting, cascading, and linking up and down the management hierarchy and organisational goals
- **Create development plans** with the ability to link into learning resources as part of a defined performance process.

Career management

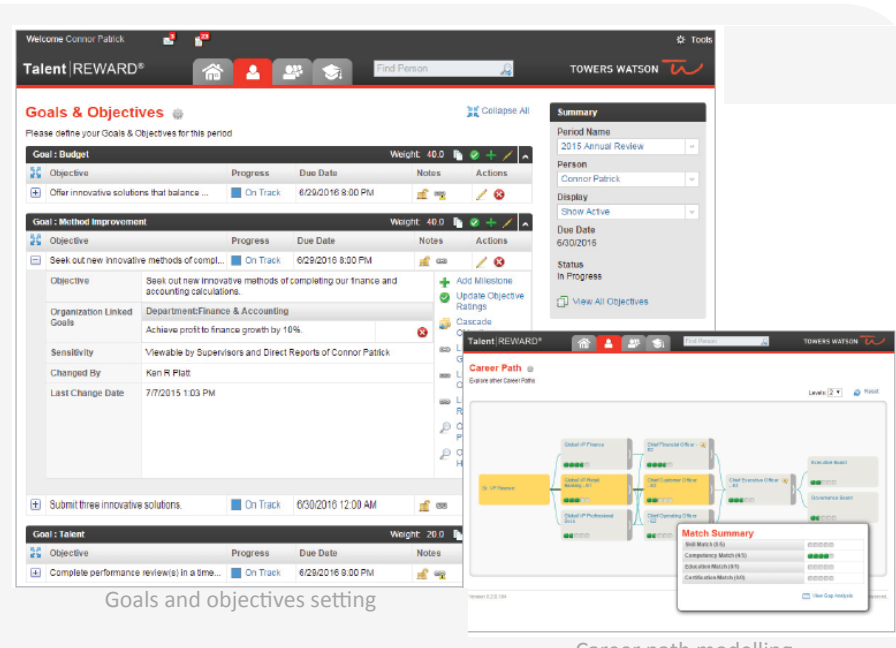
- **Central repository of employee information** including career interests and existing competencies.
- **Communicate career paths and options** to employees with meaningful gap analysis
- **Integrate talent processes**, along with performance management, succession planning and learning.

Succession planning

- **Create succession plans** to enable ad hoc and workflow-driven succession plans
- **Sophisticated succession surveys** to identify ideal internal candidates.
- **One click succession process** to create interactive organizational charts

Learning management

- **Functionality to facilitate formal and informal learning** and course management function.



The image displays two screenshots of the Talent|REWARD software interface. The top screenshot, titled 'Goals & Objectives', shows a user interface for defining goals and objectives for a period. It includes a table with columns for Objective, Progress, Due Date, Notes, and Actions. The bottom screenshot, titled 'Career Path', shows a flowchart illustrating career progression paths, including a 'Match Summary' table.

Goals and objectives setting

Career path modelling

Overview

Talent|REWARD enables organisations to harmonise compensation strategy and programmes to effectively manage talent at the right cost.

Features

Talent|REWARD is designed, developed and delivered by Towers Watson. The compensation offering includes:

- **Job leveling and architecture**
- **Compensation planning**
- **Market analysis and compensation design**

Benefits

Job leveling and architecture:

- **Create robust defensible job levelling and architecture** which can be easily communicated with employees

- **Global alignment to our market data surveys** to ensure accurate benchmarking

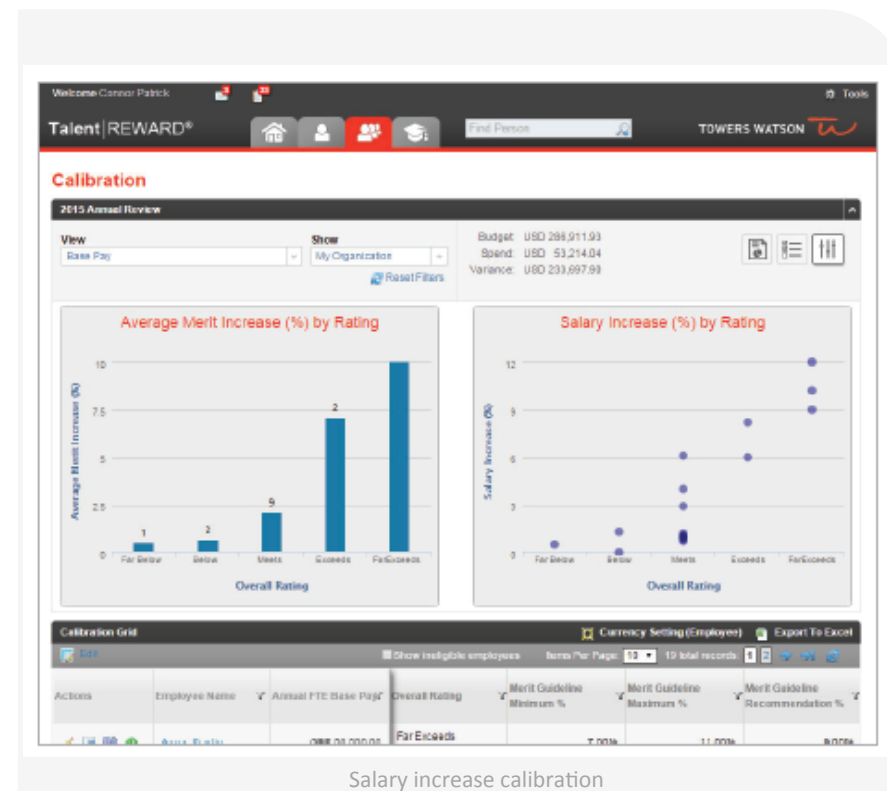
- **Flexible frameworks** that integrates employees after a structure change or M&A activity.

Compensation planning

- **Supports manager decision making** to make compensation recommendations
- **Instant analytics and graphics** enable managers to visualize the compensation process.
- **Personalised statements** which reduce HR queries and can increase employee engagement

Market analysis and compensation design

- **Adaptable survey management** to support compensation surveys from any provider.
- **Design, management and modelling** of salary structures.
- **Integrate talent processes**, along with performance management, succession planning and learning.



Salary increase calibration

Workforce Analytics and Planning Software

Overview

Workforce Analytics and Planning Software is a powerful tool that provides accurate snapshots of whole workforce metrics along with actionable talent insights.

Solutions

Our Workforce Analytics and Planning Software was designed to help solve some common problems shared by many organisations. These include:

- Missed revenue targets due to sales teams shortfalls
- Profitability targets not being met due to inaccurately forecasted labour costs
- Failed development pipelines due to R&D talent issues

Benefits

Consumer-grade self-service – available anywhere, on any device

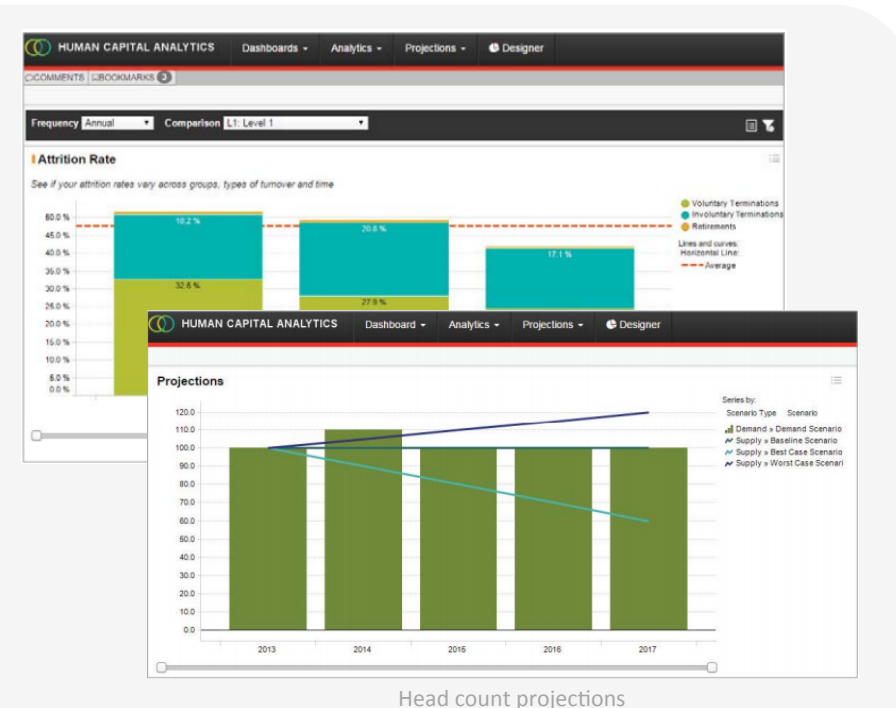
- Combined with self-service administration for easy configuration and management of the application by core internal resources

Workforce projections and scenario modelling

- View future head count projections
- Understand cost implications of any increase or decrease of head count.
- Easily identify potential talent gaps to enable a proactive approach to recruitment and talent management.

Custom dashboards

- Allows super-users to create custom visualisations 'on-the-fly' with publishing rights to a centrally accessible dashboard.
- Share actionable insights throughout the tool with comments and bookmarks.



Engagement and Action Survey Platform

Overview

Ensure you are getting maximum value and business impact from your employee surveys with our **Engagement and Action Survey Platform**.

This platform takes your survey results beyond being just data and turns them into powerful actions to establish a culture of employee engagement.

Features

Our Engagement and Action Survey Platform combines a consumer-grade design with cutting edge features:

- Insightful manager dashboards
- Easily compare your organisation to internal/external benchmarks
- Pre-populated action plans from Towers Watson's proprietary algorithm, including suggested survey results actions

Benefits

- **Smart** — automatically creating a post-survey action plan for every manager, combining his or her unique opportunities with suggested actions from Towers Watson's human capital experts
- **Powerful** — removing barriers to action by starting with a default action plan, enabling clients to create new data groups where needed and providing a highly engaging user experience for managers.

- **Clean** — featuring simple, intelligent screens, intuitive functionality and easy-to-use navigation, the platform comes fully optimised for modern web browsers and mobile devices
- **Fast** — greatly accelerating the process of moving from results to action by enabling users to instantly cascade changes to the organizational structure
- **Integrated** — vastly simplifying post-survey work by bringing together world-class comments analysis (VERA), predictive modelling, basic descriptive statistics and action planning into a single platform.



Overview

Our survey products and consultants can **help you manage increasingly complex pay and benefit program decisions** so you can develop competitive compensation plans that **attract** the talent you need and drive employee engagement and performance.

CompSource, our online tool, provides access to **flexible and insightful** reports and analyses **wherever you do business**.

Features and Benefits

Compensation

- Create **peer groups** based on company name or characteristics.
- Copy your preferred custom peer groups across countries.
- Preview the number of companies and cases for your **custom analyses**.
- **Combine jobs** to mirror your own internal job classifications, or when data samples are limited.
- Add **custom percentile(s)** to your data views.
- **Search for jobs** by keyword and review job descriptions.
- **Age data** and customize currencies displayed.
- **View, download and print** presentation-ready results.
- **Export** your custom selection of jobs and data elements and rename fields using your organization's terminology.

HR Policies and Practices

- Provides **granular** salary increase budget practices.
- **Supports review and design needs** including company car plans, variable pay (sales and non-sales), allowances and perquisites and pay philosophy/positioning.
- **Complements reward information** with additional information regarding typical local HR practices including training and development, working hours, overtime and attraction and retention, thus providing you a well-rounded understanding of local HR environments.

Benefits Design Practices

- **Comprehensive coverage** of a host of benefits topics including retirement, healthcare, death and disability, and wellness.
- **Detailed information** to support benefits specialists with plan benchmarking and design needs.
- **Flexible reporting options** to satisfy all needs, whether it is high level practice prevalence in the general market place or specific benefit design considerations amongst a peer group.



Overview

Towers Watson's myFiTage drives **motivational behaviour change** so employees are **empowered** to take control of their own **financial futures**. In just a few screens, your employees can see how their actions could give them a lower FiT (Financial Independence Target) Age.

Features

Simple, tangible, motivational

MyFiTage provides employees with an age at which they may achieve financial freedom. An employee's first visit is based on employer-provided information and savings plans, which for most employees includes nearly all their retirement resources.

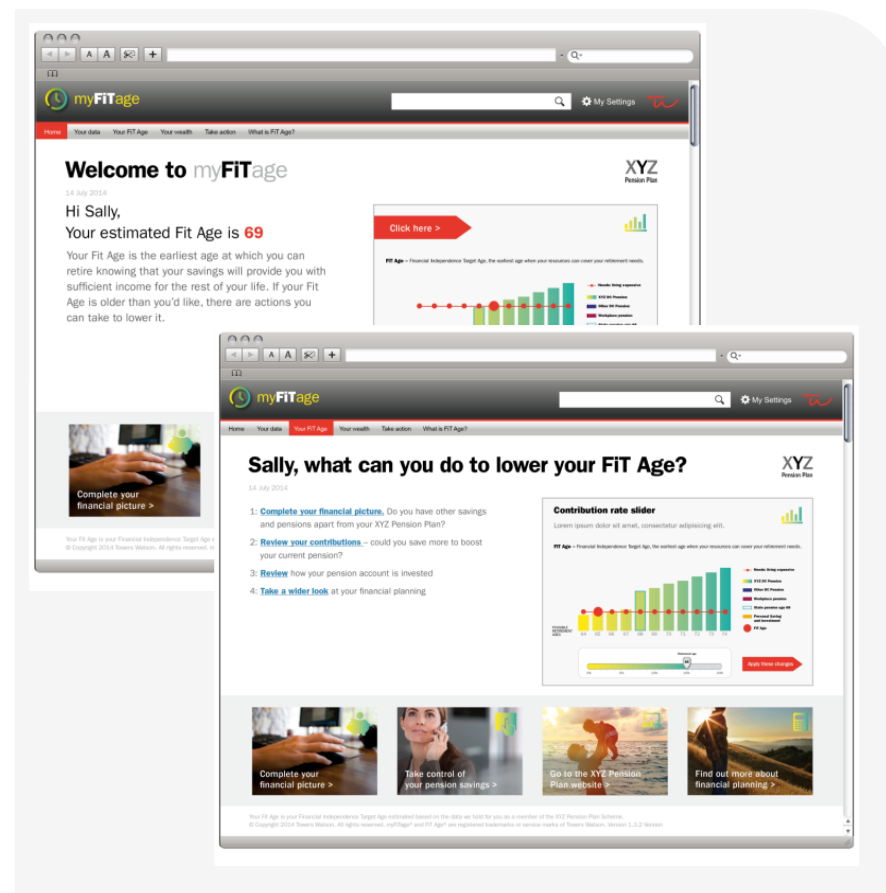
- Gives a personal projection of when retirement resources will meet an employee's retirement lifestyle needs.
- Built-in FiT Age coach suggests a series of alternative approaches to improve retirement readiness.
- Employees can add other resources, such as their personal savings.

Benefits

Empowers employees to take action

The information provided by myFiTage empowers employees to take control of plan decisions where they can. In addition, the employer receives better information through which to help improve outcomes for employees.

- Simple, easy-to-remember 'FiT Age' helps engage employees in retirement planning
- Data enables accurate employee segmentation for more effective communication
- Holistic financial planning drives early intervention



Overview

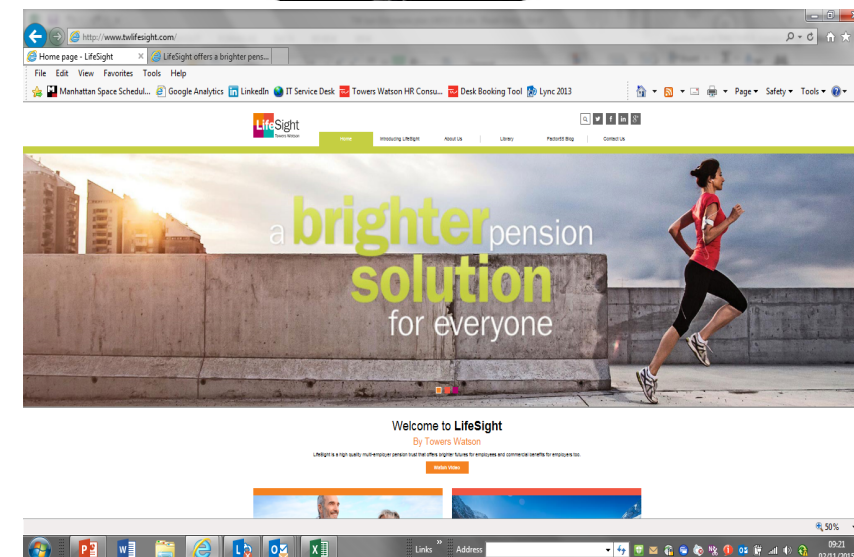
LifeSight combines the best attributes of a trust-based pension scheme with the efficiencies of an outsourced solution, including high quality administration, effective member engagement, and member-friendly investment choices. LifeSight harnesses the best of Towers Watson's established administration capabilities, with a fresh engagement proposition for employers, trustees and members to embrace.

Features

- High quality governance from an independent Trustee Board providing strong assurance with regard to all governance issues, including legal, compliance and statutory communications.
- Ongoing management information to help you monitor member activity and engagement.
- A trusted administration service which makes the most of our market-leading web technology Intuitive support tools to help members visualise their pension savings in a way that means something to them as individuals.
- Highly personalised, proactive communications with your members to encourage ongoing interaction and informed decision-making
- Full platform and investment services, plus a unique "Lift and Drop" option allowing members to keep their existing investments if they wish
- Comprehensive drawdown flexibilities, cash and annuity options and a simplified advice process to help members plan how to start spending their pension savings

Benefits

- As DC plans grow in size and complexity, pension plan providers will need to invest continually in administration and communications technology and processes to remain competitive.
- LifeSight allows you to provide market leading DC provision, without the operational and financial headache.
- With ever more demanding regulatory change, LifeSight's robust operational structure and independent Trustee expertise ensures the highest standards of governance now and in the future, taking the burden away from you once and for all.
- Depending on your needs and available budget, Towers Watson can also provide a full range of consulting support services during the transition to LifeSight, including project management, communication support during employee consultation, future design advice, preparation for transfer of data for any investment switches, actuarial certification and ultimately winding up your scheme.
- We take a personalised, creative and interesting approach to communications to help members improve their saving and spending journey and achieve better outcomes.
- Our suite of ongoing engagement and planning tools, fully responsive web service and range of market-competitive investment choices all adds up to excellent value for money for LifeSight members.
- We are committed to a process of continual improvement so we can keep evolving and improving our services to LifeSight members.
- Our post-Budget technology and ongoing support allows your members full access to the new DC flexibilities so they can spend their savings in the way that best suits their lifestyle needs.



Total Reward Statements

Overview

To attract the best people as the talent war heats up – and to retain critical-skill employees – you need to present a total rewards picture that is crystal clear. High-performing organisations are doing just that, with a personalised total rewards statement.

The challenge

Towers Watson research has found that many employees significantly underestimate the value of their reward package. Often, the employer contribution to health and welfare benefits is not visible to employees. The employer's contributions to pension and savings plans can be difficult to understand. Most workers never realise the cost to the organisation of work/life benefits such as the employee assistance programme (EAP). Holiday carries a price tag for employers – something that many workers never consider as part of their compensation package. The cost of these and other employer-provided benefits adds up to a total value that often goes unrecognised and underappreciated.

The Solution

With the Towers Watson total rewards statement, you can ensure that each employee sees and understands everything you provide as part of the employee value proposition (EVP). An EVP outlines what the organisation offers employees in exchange for their performance and what the organisation expects from them in return. It is often thought of as the 'give and the get'.

The Solution

Decades of consultation with organisations around the world have led Towers Watson to develop personalised communication tools that address the challenges of today's business world.

Our total rewards statement delivers:

- A flexible design that aligns with your brand and communication strategy.
- Relevant plan and value information presented in a personalised format.
- Real-time views provided through a secure system.
- Online access to a personalised value proposition for each job candidate.
- Customised employee decision support for total wealth accumulation, stock values and other benefits.
- A global view in multiple languages and currencies.

