

Innovation through Collaboration



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- Data gathered is one-off and out of date quickly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

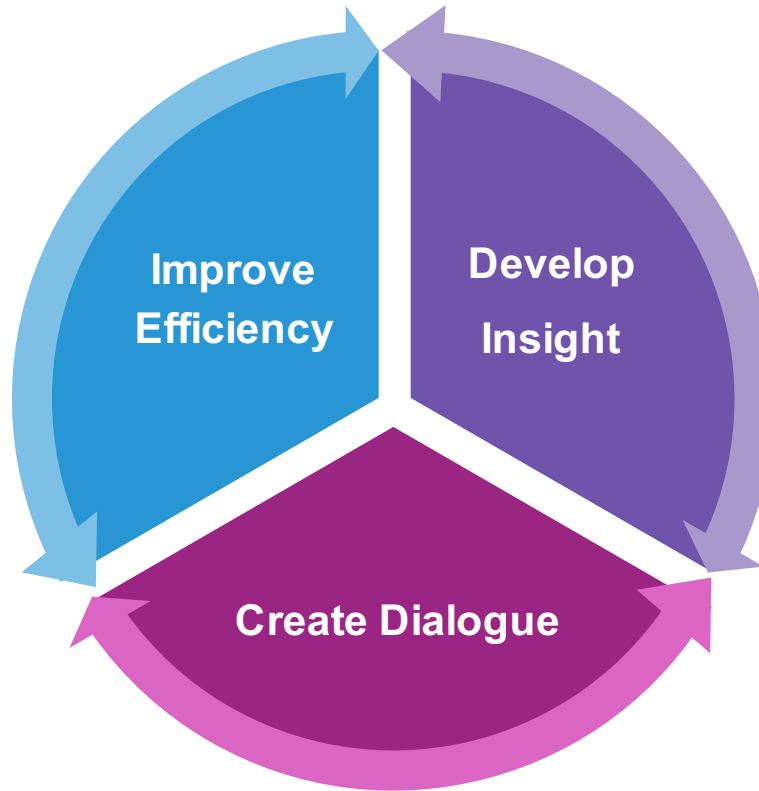


Unlocking Opportunities in Reward

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 view of a city street, likely in Japan, featuring cherry blossoms in full bloom. The image is split into two horizontal sections. The top section shows a street lined with buildings and cherry blossom trees, with a utility pole in the foreground. The bottom section shows a close-up of a tree trunk with cherry blossoms and a bicycle wheel in the foreground. A blue horizontal band with the text "Solutions and Results" is overlaid across the middle.

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



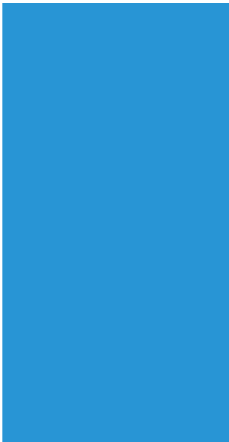
High Performance Teams

- 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

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



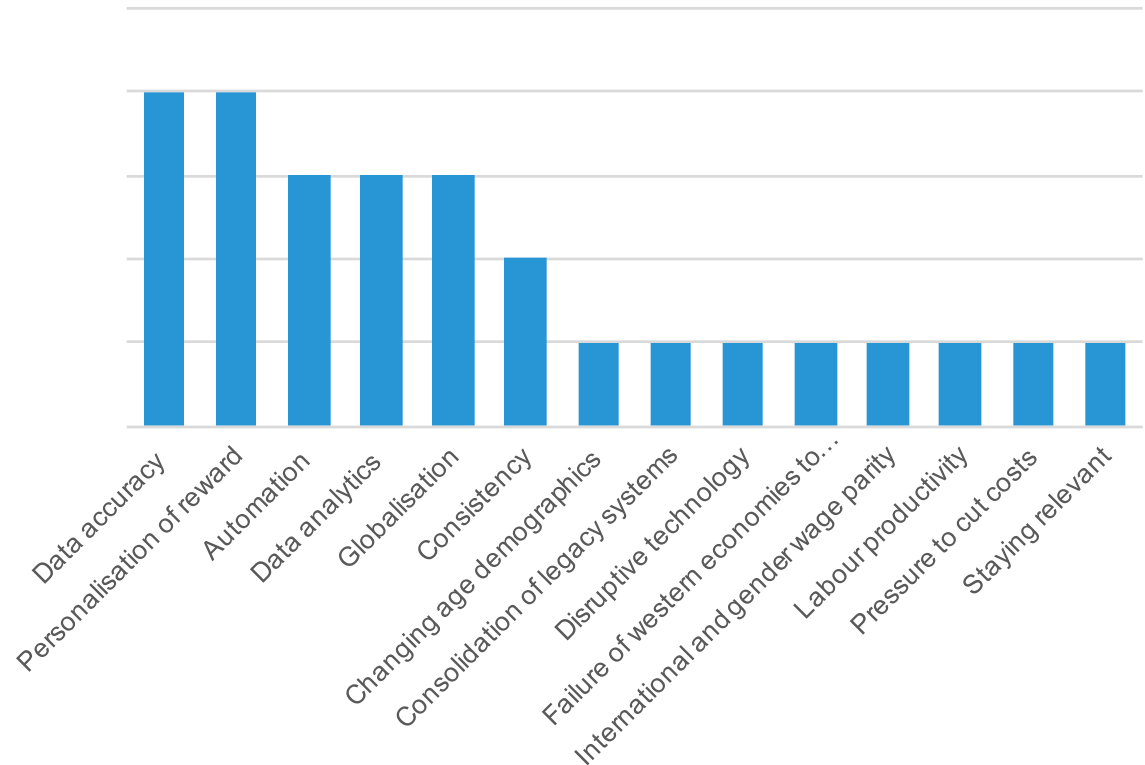
Issues Facing Reward Globally

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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