

Future of Pay: Modern Compensation Strategies

25 – 26 November 2024
The Majestic Hotel Kuala Lumpur,
Autograph Collection



Dr. Fermin Diez PhD, SPHR, GRP, IHRP-MP, FSID
Top HR Influencer & Professional Speaker



HRD Corp Claimable Course (SBL-KHAS) Scheme
Employer-Specific Course

COURSE

Lead Trainer



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Top HR Influencer & Professional Speaker

Dr. Fermin Diez possesses extensive human resources experience in consulting, corporate, and academic roles across 40 countries worldwide. He holds a PhD from Singapore Management University, an MBA from the Wharton School, University of Pennsylvania, and an undergraduate degree in Psychology from the University of Michigan.

In his consulting career, Dr. Fermin advised major multinationals, local companies, and public sector organizations at the Board and C-Suite levels on Total Rewards, Executive Compensation, Sales Compensation, Human Capital Strategy, and HR Analytics. He managed P&L in various geographical locations and businesses. Notable clients include Asia Development Bank, AIA, Citibank, ANZ, and Banco Santander.

As an HR leader, he served as Regional Head of HR for two large MNCs in AsiaPac and Latin America. Formerly the Deputy CEO and Group Head of Human Resources for Singapore's National Council for Social Service, Dr. Fermin remains active as a Senior Advisor. He also holds Adjunct Professor positions at the National University of Singapore, Singapore Management University, and Nanyang Technological University.

Dr. Fermin has authored three books, including 'Human Capital and Global Business Strategy' and 'The Remuneration Handbook: International Edition.' With over 20 years of teaching WorldatWork courses globally, he has a wealth of experience. His board memberships include Jurong Health Systems, Children's Cancer Foundation, and WorldatWork Global Advisory Council.

A former member of the Institute of HR Professionals Board, Dr. Fermin chaired the Assessments and Insights Committee and currently serves as the Dean of HR Education. He is a Fellow of the Singapore Institute of Directors and was recognized as a Top HR Influencer in Asia. Dr. Fermin is a frequent speaker at regional and global forums on topics like Compensation, strategic HR, talent management, mergers and acquisitions, global HR, and HR Analytics.

COURSE

Overview

The landscape of work is undergoing a seismic shift, driven by technological advancements, a diversified workforce, and evolving employee expectations. Traditional 'one-size-fits-all' compensation models are becoming obsolete. This advanced two-day course, "Future Rewards for Future Work," is designed to equip HR and compensation professionals with the tools and knowledge to develop and implement innovative reward strategies that align with the future of work.

Led by renowned HR expert Dr. Fermin Diez, this course offers practical insights and strategies to help you rethink and redesign your organization's compensation models. Dr. Diez brings over 40 years of experience in HR, including his roles as a university professor, consultant, and author of well-regarded books in the field. His expertise ensures that participants receive top-tier education and actionable strategies.

Key Features:

- **Innovative and Provocative:** Encourages thinking beyond traditional models and exploring new possibilities.
- **Practical and Actionable:** Provides practical steps and strategies for implementation.
- **Engaging and Interactive:** Uses case studies, group activities, and discussions to enhance learning.
- **Pilot Testing Focus:** Emphasizes the importance of pilot testing and using data to validate or challenge compensation hypotheses early in the course



COURSE

Objectives

By the end of this workshop, participants will be able to:

- Understand the changing dynamics of the workforce and the limitations of traditional reward approaches.
- Utilize data-driven decision-making to address reward-related challenges.
- Design and implement pilot tests for new compensation models.
- Develop effective base pay strategies for non-traditional work arrangements.
- Create flexible and innovative variable pay systems.
- Redesign pay-for-performance programs using modern methodologies like OKR.
- Adapt salary benchmarking to fit the new work environment.
- Implement new reward strategies and gain stakeholder buy-in.

Expected Benefits

- Gain insights into the latest trends and best practices in compensation strategy.
- Learn practical steps to design and test new reward models.
- Enhance your ability to use data and analytics to support HR decisions.
- Discover how to motivate and retain a diverse workforce through innovative compensation approaches.
- Develop skills to effectively communicate and implement changes within your organization.



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Agenda – Day 1

Day 1 - Redefining Reward Strategies and Foundations

1. Introduction to Future Rewards for Future Work

- Overview of changing work dynamics (millennials, gig, remote work).
- Limitations of traditional reward approaches.
- Importance of data-driven decision making in modern HR practices.

2. Data-Driven Decision Making in Rewards

- Framework for data-analytic thinking.
- Using data to address reward-related challenges.
- Applications to base pay, variable pay, and overall reward strategies.

3. Pilot Testing Compensation Strategies

- Designing pilot tests for new compensation models.
- Using data to validate or challenge existing hypotheses on compensation.
- Steps to design and implement pilot tests in reward strategies.
- Collecting and analyzing data from pilot tests.
- Case studies of successful pilot tests in reward strategies.
- Developing action plans based on pilot test outcomes.

4. Base Pay Strategies for the Future

- Challenges with traditional base pay structures.
- Pay for skills and competencies.
- Designing effective base pay for non-traditional work arrangements.

5. Case Studies and Practical Applications

- Real-world examples of successful reward strategies.
- Interactive group activities to apply learned concepts.

All modules will be covered on Day 1 and Day 2, however, the course trainer may re-sequence, modify or emphasise some topics depending on the skills and experience of the attendees.

Event Schedule

08:30 – 09:00	Registration, Refreshments
09:00 – 10:30	Learning & Development
10:30 – 11:00	Refreshments, Networking
11:00 – 13:00	Learning & Development
13:00 – 14:00	Lunch Break, Networking
14:00 – 15:30	Learning & Development
15:30 – 16:00	Refreshments, Networking
16:00 – 17:00	Learning & Development

COURSE

Agenda – Day 2

Day 2 - Variable Pay, Performance, and Implementation

1. Future of Variable Pay

- Alternate forms of variable pay (flexible pay mix, cryptocurrency).
- Designing variable pay for gig, part-time, and remote workers.
- Aligning variable pay with business objectives and employee engagement.

2. Redesigning Pay for Performance

- Understanding employee motivation.
- OKR methodology and agile performance management.
- Metrics for evaluating pay-for-performance programs.

3. Benchmarking and Compensation Trends

- Adapting salary surveys for non-traditional work arrangements.
- Future trends in employee rewards and compensation.
- Pay equity for remote and gig workers.

4. Implementation and Getting Buy-In

- Practical steps for implementing new reward strategies.
- Strategies for gaining approval from management and stakeholders.
- Communicating changes effectively to employees.
- Tools for administering new pay programs

5. Conclusion and Q&A

- Recap of key concepts and takeaways.
- Open discussion for questions and real-world problem-solving.

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16:00 – 17:00	Learning & Development

WHO

Should Attend

This course is ideal for HR professionals, compensation specialists, and business leaders who are responsible for designing and managing reward strategies within their organizations.

It is particularly beneficial for those who:

- Have at least three years of HR experience.
- Are involved in making pay decisions or managing compensation programs.
- Want to stay ahead of the curve in HR and compensation practices.
- Seek to implement data-driven and innovative reward strategies.

For all industries, including but not limited to:

- Aerospace
- Agriculture
- Banking & Finance
- Construction
- Education
- Electrical & Electronics
- Energy
- Entertainment
- Food
- Government Agencies
- Healthcare
- Hospitality
- Information Technology
- Logistics & Transportation
- Manufacturing
- Mining
- News Media
- Pharmaceutical
- Shipping
- Telecommunication



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2-DAY COURSE

Future of Pay: Modern Compensation Strategies

25 – 26 November 2024

The Majestic Hotel Kuala Lumpur, Autograph Collection

Early Bird Registration
2 Sep – 18 Oct 2024

RM4,399

Regular Registration
19 Oct – 22 Nov 2024

RM4,799

Group Registration
2 Sep – 22 Nov 2024

RM4,199

- * The above fees are per delegate & inclusive of 8% SST.
- * Group registration is only for 3 delegates and above.
- * The maximum HRDC claimable amount is RM1,750/pax/day for Employer Specific Courses

HRDC Claimable Course (SBL-KHAS) Scheme
Employer-Specific Course, No. : 10001453486

Please tick (✓) the box if you are applying for HRD Corp grant.

ORGANISATION INFORMATION

Name	
Address	
Postcode	
Email	
Phone	

DELEGATE INFORMATION

Please tick (✓) below box if you have more than 3 delegates.

 Yes, please refer to the additional copy of this registration form.

Name	
Designation	
Department	
Email	
Mobile No.	
Dietary Concerns: Vegetarian	
Allergies	
Name	
Designation	
Department	
Email	
Mobile No.	
Dietary Concerns: Vegetarian	
Allergies	
Name	
Designation	
Department	
Email	
Mobile No.	
Dietary Concerns: Vegetarian	
Allergies	

FASTEST WAY TO REGISTER

- 1 Complete the Workshop Series Registration Form
- 2 Kindly email it to us at registration@skill-lyft.com

PAYMENT METHOD

Online Banking / Bank Transfer

Hong Leong Islamic Bank Berhad

Bank Address : No. 5, Jalan P16, Presint 16,
62150 Putrajaya, Wilayah
Persekutuan Putrajaya

Account Name : Skill Lyft (M) Sdn. Bhd.

Account No. : 363-01-08956-6

Swift Code / BIC : HLIBMYKL

TERMS & CONDITIONS

1. **REPLACEMENT:** You may request for replacement at no additional cost, but you must notify Skill-Lyft at least 3 working days before the event.
2. **CANCELLATION:** All cancellations must be made in writing and emailed to Skill-Lyft.
3. Cancellations made more than 15 working days before the event are eligible for a full refund and will not incur any charges.
4. Cancellations made between 8 and 14 working days prior to the event will result in a 50% charge of the registration fee.
5. Cancellations made within 7 working days prior to the event will result in a 100% charge of the registration fee.
6. **NO-SHOW:** Delegates who do not attend the event will be held liable for the full registration fee.
7. Skill-Lyft reserves the right to cancel or reschedule the event. We will make every effort to promptly inform delegates of any changes.
8. In the event of Skill-Lyft deciding to cancel or reschedule the event, please note that Skill-Lyft will not be responsible for covering airfare, hotel, or other travel-related costs incurred by delegates.
9. **HRDC GRANT:** If the approved grant amount is less than the course fee, the amount difference will be invoiced to the company. The company is obligated to settle the outstanding amount as stipulated in the invoice.

For questions, registration assistance or group rates,
please contact us at registration@skill-lyft.com or +60 11 3613 4122.

AUTHORISATION

Signatory must be authorised to sign on behalf of the organisation.

Name	
Designation	
Email	
Phone	
Signature	
By signing, I hereby acknowledge that I have thoroughly read and fully understand the Terms & Conditions stated in this registration form.	

INVOICE

Invoice should be directed to:

Name	
Designation	
Email	
Phone	

Skill-Lyft
FOR OFFICE USECourse
CoordinatorCourse
Code

WS2422

Date
Received