



CHENNAI CHAPTER

Presents

“Strategic Compensation: Managing for Competitive Advantage”

A 1-Day Seminar on Emerging Trends in Compensation & Benefits

Friday, March 5, 2010

at

Hotel Accord Metropolitan, G N Chetty Road, T. Nagar, Chennai

Get a Comprehensive View of The Latest in Compensation & Benefits
from Leading Experts and Thought Leaders from Top Companies

HR THOUGHT LEADERS	Sridhar Ganesh	Director HR, Murugappa Group, Chennai
	Rajan Kalia	Executive VP and Head HR, Max New York Life, Gurgaon
	Krishna A	Head HR , Bosch, Bangalore
REWARDS SPECIALISTS / CONSULTANTS	N Sundar	Director, OrgDesign Limited, UK
	Vikas Vasal	Executive Director, KPMG, New Delhi
	Sabita Rao	Director, Cerebrus Consultants, Chennai
	Gangapriya Chakraverti	Business Leader - Information Product Solutions, Mercer, Chennai
	Preeti Gupta	Head Rewards, Aditya Birla Group, Mumbai
	Deepak Puggal	Business Head-Outsourcing, Hewitt Associates, Bangalore

Who should attend and Why?

- **HR Generalists** in large companies seeking to incorporate the latest trends in Strategic Compensation in their own organization
- **HR Managers from fast-growing SMEs** seeking a big-picture view of Strategic Compensation so they can upgrade their C&B systems in line with industry
- **Comp & Ben specialists** seeking to keep up with the latest trends
- **Recruitment specialists** seeking to understand trends in C&B that may impact hiring
- **Finance, Sales and other non-HR business** leaders who influence Comp & Ben decisions seeking to understand how they can better leverage Compensation Strategies.

The seminar will aim to deliver insights both on **principles** and **practices** in equal measure.

Strategic Compensation: Managing for Competitive Advantage

On March 5, 2010

The speakers at the Seminar will share their insights on topics such as:

Topic	Indicative Coverage
Strategic Compensation	The Basics Translating business issues into compensation objectives / Designing a compensation strategy - Frameworks to deliver objectives / Leading the change process / Evaluating the outcomes + Case Studies
Elements of Strategic Compensation	Types of and Rationale for: Fixed Vs Variable; Short Term Vs Long Term ; Benefits Vs Cash; Retirals ; Other Rewards + Case Studies of use of different Elements
Compensation Surveys	How to design and run a Compensation Survey – comparator baskets, position mapping, comp clusters, off-the-shelf vs customized surveys etc.,
Variable Pay	Role of variable pay in overall Compensation / Performance Management and differentiation philosophies / Linkage to business strategy / tactics / Long Term Vs Short Term + Case Studies
Taxation	Latest issues in Income Tax, Perquisite Tax / Anticipating the New Direct Tax Code / Potential for Tax efficiency
The Annual Compensation Review & Increase	Different approaches to increments: Cost of Living based / Performance based / Role Value based + Case Studies
Enhancing C&B through outsourcing Payroll Admin	Successful outsourcing of administration / Challenges / Defining the role of C&B specialist

PROGRAM NOMINATIONS	Fill in the details in the attached nomination form and mail the form, together with your Cheque / DD favouring “HRD Network Chennai Chapter” for the nomination fee and send it to:	V Suryanayaran NHRDN Chennai - Program Office New No. 8, Janaki Avenue, Off 4th Street Abhiramapuram, Chennai - 600 018 Phone: 99520 28744 E-Mail: support@nhrdchennai.com
	PROGRAM FEE	Members of the National HRD Network Rs. 3900/- per person
	Non-members of the NHRD Network Rs. 4900/- per person (*)	
(*) Group discount of Rs.250/- per person, if 5 or more people from the same organization are nominated		

About The National HRD Network (NHRDN)

The National HRD Network is an association of professionals committed to promoting the HRD movement in the country. It is a not-for-profit organization, begun in 1985, with the underlying philosophy that every human being has innate potential to do remarkable things.

The Network is administered largely by practicing HR professionals from various industries, as well as academics from institutions of repute such as IIM Ahmedabad, XLRI Jamshedpur. It functions through its chapters all over the country. Currently, there are 30 chapters, which together have over 8,000 members. The website of the Network is www.nationalhrd.org

The Chennai Chapter

The Chennai Chapter of the Network was one of the first chapters to be set up in 1987. It has a diverse membership, drawn from the core sectors of Manufacturing and Engineering companies as well as from the growth sectors such as IT, ITES, BPO as well as Telecom, Retail and Insurance.

The Chapter runs a number of programs for members. Regular monthly events cover topics that are of interest to the HR fraternity. The Chapter's unique 'OutLearn', initiative offer members an opportunity to visit different organizations to get a cross-industry perspective. The programs have included a hands-on workshop on the use of Theatre in Training, a volunteer effort to prepare final year college students to face employment interviews etc.,

For more information, visit the Chapter's website at www.nhrdchennai.com