

SID FOCUS SERIES

**EXECUTIVE AND DIRECTORS REMUNERATION**

<b>Date</b>	:	Thursday, 26 July 2018
<b>Time</b>	:	9.00 am to 11.00 am (Registration starts at 8.30 am)
<b>Venue</b>	:	FTSE Room, Level 9, Capital Tower, 168 Robinson Road
<b>Cost</b>	:	Member: S\$ 60 (Excl. GST) S\$ 64.20 (Incl. GST) Non Member: S\$ 90 (Excl. GST) S\$ 96.30 (Incl. GST)

SID Corporate Members may utilise their complimentary vouchers.

**CPD** : 2 hours

**PROGRAMME OUTLINE**

Willis Towers Watson is pleased to partner with SID to present the latest trends in Non-Executive Directors (NED) & Executive Pay in 2018.

They will share insights regarding how to develop effective and defensible Board and Executive Compensation programs. They will also share latest NED and CEO compensation levels and trends based on 2018 Annual Reports.

The session shall examine current Executive Compensation models, and their perceived value to executives. The session will also explore optimal compensation frameworks that can help companies attract key talent, encourage sustainable performance, and provide defensibility of pay decisions to all stakeholders.

**Course Outline**

- Latest trends in NED remuneration
- Latest trends in CEO remuneration
- Forces impacting Remuneration Committees' decisions
- Effectiveness of conventional Executive Compensation models

## **ABOUT THE SPEAKER**



**Mr Shai Ganu**  
**Managing Director, Willis Towers Watson**

Shai Ganu is the Managing Director for Willis Towers Watson's Rewards business across Asia Pacific, and its Talent & Reward business across ASEAN and South Asia – covering Board Advisory, Management Consulting, and Data Services portfolios.

He considers himself very fortunate to lead a team of 400+ exceptional consultants who are trusted advisors to clients on a wide range of Human Capital issues related to Board and Executive Compensation, Performance Management, Employee Engagement, Skills and Competencies, Leadership, Talent Management, Transformation, Culture and Change, and Predictive Analytics.

He specializes in Financial Services, Telecommunication, FMCG, Property sectors.

Shai serves on SID's Professional Development committee. He conducts training courses for NEDs on Remuneration and Talent Management, and was the lead author for the 'Remuneration Committee Guide' for SID – which serves as a reference guide for listed companies on Remuneration and Talent Management. He frequently writes articles for the Business Times and other publications on Executive Pay and Governance, and has authored chapters for HR textbooks.

He is also an Associate Lecturer teaching strategic HR, Compensation, and Leadership courses. He currently serves on a Fintech Board and HR committees of two leading FMCG companies in the region. He also serves on the Boards, of not-for-profit organisations in Singapore.

## **REGISTRATION**

Please register online at [www.sid.org.sg](http://www.sid.org.sg) by **19 July 2018**.

Should you require assistance, contact us at:

The Secretariat  
Tel: 6422 1188  
Fax: 6422 1199

## **TERMS AND CONDITIONS FOR SID COURSES/EVENTS**

SID's courses and events are subject to terms and conditions as set out below. The Institute reserves the right to changes these terms and conditions without notice.

### **COURSE/EVENT REGISTRATION**

A participant is successfully enrolled for the course/event once an invoice is generated.

### **NO CANCELLATION**

There will be strictly no cancellation once the participant is successfully enrolled for the course/event.

## **NO-SHOW**

There will be strictly no refund of fees for no-show.

## **REQUEST FOR REPLACEMENT OR DEFERMENT**

Replacement of a participant is subject to at least 5 working days prior notice in writing. In the case whereby a SID member participant is replaced by a non-member, a top-up fee will be levied. No refund will be made if a non-member participant is replaced by a member.

## **CANCELLATION OF COURSE/EVENT BY SID**

SID will exercise all possible care to run the confirmed courses. However, in the event of unforeseen circumstances or low enrolment, SID reserves the right to cancel or defer the course/event, and/or to change venue, speaker, course date and fees. SID will make all reasonable efforts to notify participants of changes, should they happen.

If SID cancels a course, a full refund will be made to the participants.

## **CPD HOURS**

CPD hours/attendance letter is subject to the participant arriving no later than 30 minutes after the programme starts or leaving no more than 30 minutes before the programme ends, and submitting the module Assessment Form only at the end of the event.

## **CAR PARK COUPONS**

There will be no complimentary car park coupons.

## **PAYMENT POLICY AND OPTIONS**

Course/Event fees are due upon registration, and payment should reach SID at least 7 working days before the course date. SID reserves the right to refuse admission if payment is not received in full before a course/event.

1. Online Payment  
Log in to your account at [www.sid.org.sg](http://www.sid.org.sg)  
Select invoice to pay at "My Open Invoices".
2. Cheque Payment  
Payable to: Singapore Institute of Directors (please quote invoice number behind the cheque)  
Mail to: 168 Robinson Road, #09-06, Capital Tower, Singapore 068912  
Attention to: Finance Department
3. Telegraphic Transfer  
Bank Name: DBS Bank Limited  
Branch: Raffles Place Branch  
Bank Code: 7171  
Beneficiary Name: Singapore Institute of Directors Account Number: 048-016620-2  
Swift Code: dbsssgsg  
Reference: Please quote invoice number  
(Note: All bank charges are to be borne by the applicant)