

Current Topic

Executive and Director Remuneration

Target Audience	: Aspiring, new and current directors, C-suite and senior management of listed companies, and industry professionals.
Date	: 31 July 2019
Time	: 9.00 am to 11.00 am
Venue	: The URA Centre, Training Room 5, 45 Maxwell Road, Singapore 069118
Cost	: SID Member: S\$90 (excl. GST); S\$96.30 (incl. GST) Non-SID Member: S\$120 (excl. GST); S\$128.40 (incl. GST)
CPD	: 2 hours

Singapore companies reviewing their business models need to look at how they hold their senior management teams accountable. Continuous disruptions in the external environment and within the organisation can make goal-setting and benchmarking more difficult. At the same time, management accountability for delivering transformation is an important means for boards to assess their company's performance.

While some companies are rebalancing their fixed to variable pay-mix, others are tweaking the proportion of short-term and long-term incentives. Executive compensation structures and pay levels in the market are growing more diverse than ever before. In this environment, understanding the changes in the market, as well as the specific circumstances that may be driving executive compensation philosophies, is critical for board members in order to ensure they can reflect and adapt their own pay structures and philosophies.

Course Objectives

1. Provide a snapshot of the current state of executive compensation and director remuneration in Singapore.
2. Project key market trends going forward.
3. Gain insights into different business realities, expected outcomes and ownership structures on executive compensation design.
4. Learn to design effective executive incentive programmes.

Programme

8.30 am	Registration
9.00 am	Introduction by SID
9.10 am	Presentation and Q&A
11.00 am	End of Programme

Speaker



Mr Nishant Mahajan

Head of Executive Remuneration (Singapore) and Frontier Markets Leader, Mercer Singapore

Nishant Mahajan joined Mercer Career Services in May 2017 to lead the Executive Rewards business in Singapore. He is primarily responsible for managing all key large Singapore and regional clients. He has worked with a diverse set of clients, including private and public companies, with a special focus on high growth and global businesses experiences change. He has also published a number of thought leadership papers and blogs on areas including executive pay, performance management and pay equality.

Mr Mahajan was previously from Pearl Meyer's London office where he led the Executive & Management Compensation consulting business for the UK and EU mid-market clients. He has over 14 years of experience in advising clients on designing compensation programmes that help drive improved performance and returns for businesses. He also developed the sales outperformance model to help improve salesforce effectiveness and sales performance in organisations. Over the years he has developed sales incentive programmes for clients including global multinationals with multiple country presence, across multiple industry sectors.

Registration

Please register online at www.sid.org.sg by **26 July 2019**.

Course Enquiries

Email : events@sid.org.sg

Tel : (+65) 6422 1188

Fax : (+65) 6422 1199

Upon successfully enrolling for the course, you are deemed to have read and accepted SID's Terms and Conditions stated overleaf.

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 change 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

Where a participant cannot attend a course, he/she may request for a replacement, provided that:

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 this happen. If SID cancels a course, a full refund will be made to registrants.

CPD HOURS & CERTIFICATE OF ATTENDANCE

Entitlement of CPD hours/Certificate of Attendance 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 Evaluation Form at the end of the event.

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
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, #11-03, Capital Tower, Singapore 068912
Attention to: Finance Department
3. Telegraphic Transfer
Bank Name: DBS Bank Limited
Branch: 048
Bank Code: 7171
Bank Account No: 048-016620-2
Swift Code: dbsssgsg
Beneficiary Name: Singapore Institute of Directors
Reference: *(Please quote invoice number)*

Note:

1. All bank charges are to be borne by the applicant.
2. Please quote invoice number when making payment.
3. For queries on billing, please call SID Accounts Department (T: 6422 1182).