



Creating value through Performance & Reward

What we do

We help organisations achieve the required level of reward governance and compliance to meet shareholder needs and regulatory requirements.

We provide strategic advice, insights and solutions that help organisations attract, engage and retain their key executives and broader workforce.

We combine data, analytics and design thinking techniques to develop innovative and creative solutions that drive performance higher across the organisation.

Our key objectives

Alignment

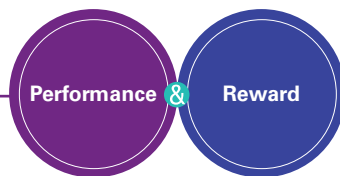
- Performance drivers mapped
- Strategic goal alignment
- Clear accountabilities
- Critical capabilities defined
- Required behaviours set
- Key outcomes defined

Management

- High accountability culture
- Agile planning and goal setting
- Real time performance data
- Continuous coaching
- Managing Hi-Lo performance

Improvement

- Performance benchmarking
- Real time dashboards
- Crowd sourcing feedback
- Data analytics into insights
- Promoting innovation
- Driving collaboration



Executive

- Competitively positioned
- Right mix of rewards
- Performance pay alignment
- Effective governance
- Accurate reporting
- Driving shareholder value

Employee

- Aligned total reward strategy
- Robust fixed pay structure
- Competitive mix of pay
- Performance pay alignment
- Key talent engaged
- Effective cost management

Sales Force

- Driving key sales results
- Reinforcing key behaviours
- Right at-risk pay ratios
- Self-funded commissions
- Strategic use of SPIFFS
- Positive ROI on sales incentives

Performance and Reward Services and Capabilities

Introducing our services and capabilities

Our highly experienced team provides our clients with a comprehensive mix of end-to-end solutions, advice and services to meet their key performance and reward management requirements.

We continuously review the alignment of our services against changing client needs, market developments and/or changing regulatory requirements. We work in partnership with our clients to develop tailored strategies and innovative solutions that enable them to achieve their strategic business and workforce requirements.

Our services are grouped into 4 core service delivery categories.

1

Data, Analytics and Insights

Benchmarking

- Interpretation of subscription surveys
- Customised surveys
- Public disclosures
- Research on market practice and trends

Analytics

- Market analysis
- Reward cost analysis
- Pay structure reviews
- Performance pay analysis
- Sales incentive reviews
- Pay equity audit

Valuations

- LTI valuations
- Accounting impact / cost to P&L
- Private company valuations
- Employee benefits valuations and calculation

2

Strategy and Design

Reward

- Reward strategy
- Pay structure
- Pay mix
- STI / LTI plan design and modelling
- Sales force reward strategies
- Sales incentives and commissions
- Recognition plans

Performance

- Performance frameworks
- Performance alignment
- Balanced scorecard design
- Objectives, KPIs and target setting and measurement
- Performance management
- Capability frameworks

Job Architecture

- Structural efficiency
- Job analysis and design
- Standard job profiles
- Job evaluation and sizing
- Job levelling and internal relativity
- Broad banding and grading structures

3

Governance, Planning and Reporting

Transactions

- IPO
- M&A HR due diligence
- Close out pre-IPO arrangements
- Retention plan design
- HR post-merger integration

Assurance

- Remuneration and Nomination process 'audits'
- Remuneration report drafting
- Remuneration report review
- Proxy advisor engagement
- Prospectus and PDS preparation

Legal & Tax

- Selection of equity instruments
- Employee Share Scheme reporting
- Cross-border delivery of LTI
- Drafting plan documentation
- Corporations Act requirements
- Employment law advice

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Execution and Monitoring

Engagement

- Board level consultation
- Executive engagement
- Employee value proposition
- Staff engagement strategies
- Engagement survey analysis

Implementation

- Communication plans
- Change plans
- Manager training
- Manager and staff tool kits
- Stakeholder workshops and facilitation
- Additional capacity for remuneration teams (secondments)

Monitoring

- Post implementation reviews
- Program efficiency and effectiveness tests
- Benefit realisation dashboards
- Performance scorecards
- Sales plan audits - gaming and behaviours



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