

## **PRESENTS: REWARD AND HUMAN CAPITAL MANAGEMENT WORKSHOPS**

| <b>Focus on PEOPLE EQUITY (Rewarding and recognizing individual employee performance and contributions to the organization)</b>  |   |   |
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| <p><b>THE NUTS AND BOLTS OF HOW TO IMPLEMENT AND MAINTAIN A PERFORMANCE MANAGEMENT PROGRAM</b></p> <p>Develop the skills to make your organization and individual employees more successful! This will include identifying and developing organization, divisional, departmental and individual employee targets and ensuring that employee behaviors and results are in direct support of the organization's targets.</p> <p>Also learn how to develop standards for all targets developed and to relate this process to other human resource systems such as the annual remuneration review, build trusting relationships between management and employees encourage individual employee development and ensure legal defensibility.</p> | <ul style="list-style-type: none"> <li>How to align your performance management program with your business strategy or targets</li> <li>How to cascade targets</li> <li>How to develop quality targets and measurable standards</li> <li>How to use the performance management process to identify individual employee education, knowledge, skills and competency development requirements</li> <li>Gain the knowledge on how to make this part of your day to day management function whilst uplifting your environment</li> <li>How to link your performance management program to your annual salary review and performance incentive bonus.</li> <li>Targets and Standard setting forms</li> <li>Some practical examples</li> <li>Skills practice exercise where delegates will develop the skills necessary to develop targets and standards related to their own organizations, division or department's strategic focus or key performance areas.</li> <li>Do's and don'ts of performance appraisals<br/>Some examples of how to reward individual employee performance.</li> </ul> | <p><b>One day workshop</b><br/><b>08h30 – 16h30</b></p> <p><b>Cedar Park hotel</b><br/><b>Johannesburg</b><br/><b>7 October 2008</b></p> <p><b>Innovation Hub Conference Centre</b><br/><b>Pretoria</b><br/><b>9 October 2008</b></p> |



## **FACILITATOR: AVERILE RYDER**

Averile Ryder is the founding member for Averile Ryder Reward Specialists. Averile's organization has been in business since 1999 and globally specializes in remuneration strategy, job profiling and evaluation, industry and customized salary surveys, implementing and managing performance management programs, pay roll audits and the "total cost to company" concept and developing human resource policies and procedures. Averile has been in human resources field since 1974 and prior to having her own business worked for Haggie Rand, the Urban Foundation and the Unilever Group of companies in several human resource officer and management positions. In addition she lectured, was head tutor for several IPM Diploma subjects and rewrote a number of their diploma subject material during the 1980s'. Averile's current professional affiliations include the following:

- ⇒ Accredited Global Remuneration Professional
- ⇒ Faculty member for World at Work in the USA –Professional Association for Compensation, Benefits and Total Rewards
- ⇒ Fellow of the Institute of People Management
- ⇒ Committee member of SARA and founding member and Chairperson of the SARA KZN Committee in 2006

Averile's clients include numerous large corporates as well as local and international NGO organizations.