

Say on Pay: What do Boards Need to Know?

Tuesday, 13 August 2019

9.00am to 1.00pm
Conference Hall 2
Securities Commission Malaysia

ICDM MEMBERS COMPLIMENTARY*

NON-MEMBERS RM250 PER PERSON plus SST

Registration is based on first-come-first-served basis.



SHAI GANU
Managing Director,
Rewards Business Leader -
Asia Pacific of Willis
Towers Watson

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In today's economy, no company can fend itself off from becoming a target of activist investors - whether they are large or small, underperforming or a market leader.

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Historically, major institutional investors have been focusing purely on financial strategies plus performance and have kept a low profile in governance. This is no longer the case as a new generation of activist shareholders is on the rise - those that are beginning to flex their muscles on deeper issues beyond numbers.

Through the list of governance and sustainability principles, companies are now being monitored on board and executive compensation, appointment of independent directors, the formation of board committees, CEO succession initiatives and the appointment of non-executive chairs. As a matter of fact, smaller companies are now increasingly facing scrutiny on the issue of board remuneration.

Whilst the views of these shareholder activists are becoming increasingly dominant, how do we ensure that there is a balance on expectations and deliverables by the board of directors, and avoid the use of shareholder voices as a tool in squeezing short-term financial gains at the expense of long term development and profit?

HOW TO REGISTER

Book now at www.icdm.com.my
or contact David Bareng or Khabir at
+603 2202 2022 or marketing@icdm.com.my

CO-HOST

WillisTowersWatson 

At the Talk, we strive to find solutions to these pressing issues through a dialogue on how Boards can:

- 1 Foster a better understanding and acceptance of remuneration issues with shareholders and alignment of company interests
- 2 Develop an appropriate remuneration structure that takes into account the overall business performance and employees' remuneration
- 3 Create a balance between getting the right talents to sit on boards as independent directors with the right remuneration package
- 4 Determine how much or how little a company should rely exclusively on peer analysis and market benchmark to justify levels of remuneration
- 5 Educate institutional investors and manage the 'perceptions' of pay gaps between businesses and shareholders and what is regarded as reasonable and commensurate with the level of expertise, knowledge and experience of a board member

As with any mechanism of corporate governance, Boards must now strive for greater accountability and transparency with respect to board remuneration and executive compensations.

LEARNING OUTCOMES



Identify the various mechanisms to strengthen remuneration governance



Understand global and regional shareholder activism, and trend towards giving shareholders more control on pay issues



Developing defensible remuneration structures (for boards and management) - that balance performance, risk, motivation, and shareholders' interests

About the Speaker

SHAI GANU

Managing Director, Rewards Business Leader - Asia Pacific of Willis Towers Watson

Shai is the Managing Director, Rewards Business Leader - Asia Pacific of Willis Towers Watson. He serves on the Compensation Committee of a leading FMCG company in ASEAN, the Human Resource and Finance Committees of not-for-profit organisations in Singapore and more recently, as a non-executive director of a listed company in Singapore.

His expertise is in the diagnosis, design and implementation of human capital solutions; notably board and executive reward frameworks, long and short-term incentive plans (equity and cash based), sales force effectiveness, organisational development, career architecture, change management and culture transformation - in other words, the attraction-motivation and retention-productivity strategies.

Shai is passionate about enhancing corporate governance in Asia, helping companies make informed people-decisions based on sound analytics as well as building and growing teams in new markets.

The **PowerTalk Series** on Remuneration is part of ICDM's efforts to encourage dialogue amongst Malaysian corporate directors on one of the most debated topics locally and globally - board remuneration. This Talk takes off from the previous edition in addressing the misconception of board remuneration and seeks to drive solutions and actions that directors can apply to their businesses in balancing remuneration with gains.

PROGRAMME | Tuesday, 13 August 2019

Conference Hall 2, Securities Commission Malaysia
3 Persiaran Bukit Kiara, Bukit Kiara, 50490 Kuala Lumpur

8.00am	Registration
9.00am	Context Setting by Michele Kythe Lim, President/CEO of ICDM
9.15am	POWERTALK Say on Pay: What Do Boards Need To Know? by Shai Ganu
11.00am	Networking Break
11.30am	Insights Xchange: Balancing Shareholders' Expectations and Board Remuneration An ideation session between the panel and audience to exchange insights, challenge opportunities, discuss possibilities and find solutions. With Lya Rahman, Adviser/Council Member, Institutional Investors Council
1.00pm	End of Event

ICDM reserves the right to amend the programme in the best interest of the event and will not be responsible for cancellations due to unforeseen circumstances.



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