

The Role of the Nomination & Remuneration Committee in Human Capital Management



Tuesday, 23 July 2019
Sheraton Imperial Hotel, Kuala Lumpur



8
CPD
POINTS

ABOUT INSTITUTE OF CORPORATE DIRECTORS MALAYSIA (ICDM)

ICDM is a professional institution dedicated to enhancing the professionalism and effectiveness of corporate directors in Malaysia. As the one-stop centre that caters for all board and director needs, ICDM's goal is to promote good governance amongst boards of companies by:

- Developing professional competence of directors
- Building a pipeline of capable directors
- Promoting research and development on the law and practice of corporate governance
- Representing directors' interests by lobbying and advocating on issues affecting directors
- Providing a platform for networking and directorship opportunities through membership

ABOUT THE PROGRAMME

The Nomination and Remuneration Committee (NRC) plays a key role in reviewing nomination, selection, compensation and succession of Board and Key Management positions, determining competencies criteria and compensation packages for such appointments. However, there are NRC members who may not be subject matter experts in the field of human capital management.

Explore the best practices, current trends and issues that are relevant to members of the NRC, as well as for public listed company directors in this 1-day programme. Understand the fundamentals of the NRC's role, organisational design for board, board evaluation, board pay models, disclosure requirements and setting the key performance indicators (KPI) for CEO and Board to improve the quality of review and decision-making relating to managing human capital at the top level.

LEARNING OUTCOMES



Understand the roles and responsibilities of the NRC



Recognise the criteria of selecting the right board members



Use the right principles and frameworks to effectively remunerate the boards



Analyse the effective talent management and leadership performance frameworks for boards and CEO



PROGRAMME CONTENT

The 1-day programme is divided into the following sessions:

Session 1: The Roles of NRC in Managing Nomination & Remuneration

Effectively identify the roles and responsibilities of NRC to competently discharge its duties.

Session 2: Organisational Design for Board

Recognise the criteria to selecting the right Board Members by understanding the following:

- Organisational design for Board
- Board composition and independence
- Best practices in recruiting members of the Board
- Challenges faced in recruitment of Board Members and Key Management Committee Members
- Board effectiveness evaluation for sustainable performance

Session 3: Board Pay Models – The Financial & Non-Financial Remuneration

Effectively exercise the right principles and establish the correct frameworks in remuneration by exploring the following guidelines:

- Corporate Governance trends
- Executive and Board Compensation Framework
- Equity-based remuneration
- Non-Executive Directors fees
- NRC governance, independence and disclosure requirements

Session 4: Talent Management & Leadership Development

Develop the key components of an effective talent management and leadership performance framework by looking into the following key areas:

- Succession planning for Board & CEO
- Ensuring job fit in CEO's selection
- KPI-setting for CEO
- Establishing a KPI model for Board

PROGRAMME

TUESDAY, 23 JULY 2019

8.30am - 9.00am	Registration
9.00am - 10.30am	Session 1: The Roles of NRC in Managing Nomination & Remuneration
10.30am - 11.00am	Networking Break
11.00am - 12.30pm	Session 2: Organisational Design for Board
12.30pm - 1.30pm	Networking Lunch
1.30pm - 3.00pm	Session 3: Board Pay Models – The Financial & Non-Financial Remuneration
3.00pm - 3.30pm	Networking Break
3.30pm - 5.00pm	Session 4: Talent Management & Leadership Development
5.00pm	End of Programme

The Organiser reserves the right to alter the content and timing of the programme in the best interest of the event and is not responsible for cancellations due to unforeseen circumstances.

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FACILITATOR

SHAI GANU

FCA, MIM-CPT, ICDM (M)
ICDM Faculty Member

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-retention-productivity strategies.

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

PARTICIPANT REGISTRATION FORM

ICDM | THE ROLE OF THE NOMINATION & REMUNERATION COMMITTEE
IN HUMAN CAPITAL MANAGEMENT

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REGISTRATION TERMS & CONDITIONS

YES, I understand that seats are very limited and will do my best to provide immediate notification if there is a change in the details below:

ATTENDEE ONE

Salutation:

Full Name:

Organisation:

Designation:

Office Number:

Mobile Number:

Email:

ATTENDEE TWO

Salutation:

Full Name:

Organisation:

Designation:

Office Number:

Mobile Number:

Email:

CONTACT PERSON

Organisation/Company:

Billing Address:

IF DIFFERENT FROM ABOVE

Full Name:

Designation:

Office Number:

Mobile Number:

Email:

Note: Kindly bring sufficient business cards for networking

Authorised Signatory

Full Name:

Designation:

Date:

Company Stamp



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REGISTRATION TERMS & CONDITIONS

REGISTRATION FEE*

PRICE PER PAX (Please tick (✓) your choice)

<input type="checkbox"/> ICDM Member	RM1,710
<input type="checkbox"/> Non-ICDM Member	RM1,900

*Exclusive of 6% SST

TERMS & CONDITIONS

Attendance Fees

- Fees include programme materials and refreshments.

Payment

- Registration(s) is confirmed only upon receiving full payment.
- Full payment must be made no later than 10 days prior to the programme date to:

Account Name Institute of Corporate Directors Malaysia (ICDM)

Bank Name Maybank Islamic Berhad

Account Number 564324609320

Cancellation Policy

- Cancellation notice must be made in writing.
- The following cancellation charges apply:
 - Less than ten (10) working days before the event: 50% of the programme fee will be charged.
 - Less than five (5) working days before the event: 100% of the programme fee will be charged.
- Replacement of participant is acceptable to avoid incurring cancellation fees. Notification and details of the replacement of participant shall be given to the organiser no later than seven (7) days before the event.

Others

When providing ICDM with any personal data, you shall comply at all times with the Personal Data Protection Act 2010 (PDPA) and shall not in any way cause ICDM to breach any of its obligations under the PDPA Act.

Upon submitting the registration, the participant and the sponsored organisation are deemed to have read and accepted the terms and conditions.

Please email the completed form and payment advice to development@icdm.com.my. You may complete the registration online via ICDM's Portal if you already have an account. Alternatively, you may create an account [here](#) or from ICDM's website. For further inquiries, kindly contact Jonathan or Zefry at 03-2276 3440.

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