

EFFECTIVELY LINKING

PAY TO PERFORMANCE

A PRESENTATION BY TOWERS WATSON



When:
September 29, 2011



Where:
*The Kingsgate Marriott
Cincinnati, Ohio*

Time:
*7:30 a.m. Register/Networking/Breakfast
8:20 a.m. Welcome/Announcements
8:30 - 10:00 a.m. Program*

Cost:
*GCCBA Member with programs (no cost)
GCCBA Member w/o programs (\$35)
GCCBA Student Member (\$10)
Non-member rate (\$60)*

To Register:
*Please visit us at www.gccba.com and
click on Programs.
Approved for 1.5 Strategic Credits by the
HR Certification Institute*

Contact:
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Please join us for our fall GCCBA program, featuring Towers Watson consultants discussing Talent Management and Reward Strategies. Highlighting many of the findings from the soon to be released Towers Watson North American Talent Management and Rewards Study, our speakers will address a number of key topics during this informative session:

- How your organization can continue to attract, retain and engage employees — in good times and bad. This discussion includes the critical alignment between pay and performance, and what employees and employers want from the “new” deal.
- Implications of pay-performance on executive and sales compensation.
- Linking your talent programs to your pay programs in a way that holistically shapes your employee experience.
- How to better cascade goals from the business strategy down throughout the organization in order to increase line-of-sight.
- Designing pay programs that drive performance. How segmentation and differentiation can help an organization better invest their dollars on pivotal roles and high-performers.

Speakers

- **Mike Biggane** - Mike is a consultant in the Executive Compensation practice in Towers Watson's Cincinnati office. He specializes in the analysis of executive compensation and employee pay. Mike is part of Towers Watson's national team dedicated to assisting companies with all aspects of proxy disclosure. Mike is a member of the GCCBA, and earned a bachelor's degree in mathematics and statistics from Purdue University.
- **Greg Kuczaj** - Greg is a senior consultant in the Talent & Rewards practice in Towers Watson's Cincinnati office. Greg specializes in projects related to executive and broad-based compensation and talent management. He has worked with and advised management and Compensation Committees across a wide variety of industries. Greg attended Vanderbilt University in Nashville, Tennessee, where he earned his master's degree in Organizational Leadership, as well as his bachelor's degree in Human and Organizational Development. He is currently working on earning his MBA from Xavier University.