



## Introduction

We believe it is people who create real competitive advantage. The ambitions of the organisation are inextricably tied to those of their teams. In Talent & Rewards, we help organisations to change, grow and thrive by engaging their individuals in a better employee experience. Because whenever people flourish, organisations prosper.

Willis Towers Watson as a leading global professional services company can help your organisation change, grow and thrive by working to understand your challenges and goals – and providing solutions that couple our extensive experience and employee research with a deep understanding of your business.

Leveraging our research insights and experience of partnering with organisations, Willis Towers Watson offers series of masterclass to enhance your skills on areas of organisation effectiveness, rewards and talent management.

Best Regards, Jakarta T&R Team

2021 2 <sup>nd</sup> Semester Schedule										
No	Masterclass programmes	Session	Jul	Aug	Sep	Oct	Nov	Dec	Normal Fee in IDR (000)	Early Bird Fee in IDR (000)
1.	Designing the Future-Of-Work	2 x 4 hours = 8 Hours	21 - 22						4.000	3.000
2.	Reward Series	2 x 4 hours = 8 Hours		4 - 5					4.000	3.000
3.	Organisation Design	2 x 4 hours = 8 Hours			8 - 9				4.000	3.000
4.	Driving Culture, Behaviour & Change	2 x 4 hours = 8 Hours				6 - 7			4.000	3.000

#### Note:

- All prices shown in this publication exclude 10% VAT
- All prices inclusive of softcopy material and certificate
- Online training will use Microsoft Teams platform
- Each online masterclass will be divided into 2 sessions
- · Each session will be 4 hours long

To book your seat on any virtual masterclass, please register online or you can contact:

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## **Designing the Future-of-Work**

#### Date and time

21 - 22 July 2021, 8.00am - 12.00pms

Digitalisation is transforming the nature of work and presenting opportunities for organisational change. Jobs, as we once knew them are evolving at a rapid pace; new skill requirements and occupations are emerging on one hand and displacing some workers on the other. Organisations today face significant challenges (including the uncertainty faced during the pandemic) in understanding the implications and risk associated with this change.

#### Agenda

#### Introduction and Framing the Issues

- Introduction to how digitalisation is transforming work and overview of technology advances
- What's at stake for Human Capital and business
- The new world of work and worker

#### A Starting Point with Job Deconstruction

- Options for getting work done differently
- Deconstructing a job exercise and classifying the type of work
- Evaluating alternatives and the role of automation

#### Deep Dive on Reinventing Jobs

- Job Reconstruction as a way for HR to address cost, capability, risk points
- Evaluating the payoff and goal in reinventing jobs

#### Future-Proofing Talent with Work Strategy

- Work Strategy: a critical approach to strategic workforce planning
- Methodology review
- How leaders and managers lead and engage in the new world of work

#### What does this masterclass aim for?

- Introduction to how digitalisation is transforming work and overview of technology advances/ enablers of automation.
- Understanding Future-of-Work and its implications on jobs design
- Understanding redesigning / reinventing jobs through the lens of WTW methodology
- Tips on leading/ engaging your future-of-work agenda in the organisation.

- Virtual facilitator-led masterclass
- Materials in English
- Delivery in English, but questions can be asked in Bahasa Indonesia
- Materials will be provided in soft copy after the masterclass
- Masterclass includes exercises and case sharing

## Reward Series (1/2)

#### **Session 1: Job Evaluation**

#### Date and time

4 August 2021, 8.00am - 12.00pm

Please review next page for Day 2 details

#### **Agenda**

#### Introduction to Job Evaluation

- The role of Job Evaluation in the HR framework
- Job Evaluation Methodology

#### **WTW Career Map Methodology**

- WTW Career Mapping overview and philosophy
- WTW Career Map methodology and steps Involved

#### **WTW Global Grading System Methodology**

- WTW GGS overview and philosophy
- WTW GGS methodology and steps Involved
- Exercise & sharing sessions

#### **Linking Job Evaluation to other HR Programs**

 Linking Job Evaluation to other HR Programs: Pay Structure, Workforce Analytics and Planning, Competency Model, Learning and Development, Performance Management, Career Pathing, Succession Management

#### What does this masterclass aim for?

- Understand Job Evaluation
- Understand the role of Job Evaluation in the HR framework
- Understand Willis Towers Watson Job Evaluation methodologies
- Understand how Job Evaluation links to other HR Programs

- Virtual facilitator-led masterclass
- Materials in English
- Delivery in Bahasa Indonesia
- Includes case studies sharing

## Reward Series (2/2)

#### **Session 2: Salary Structure**

#### Date and time

5 August 2021, 8.00am - 12.00pm

#### **Agenda**

#### **Overview of Total Reward**

- Rewards defined
- Rewards Strategy consideration

#### **Overview of Salary Survey**

- The role and importance of Salary Structure
- Consideration in developing Salary Structure
- Different types of Salary Structure

#### **Developing a Salary Structure**

- Organise jobs into grades or levels
- Review the market rates for benchmark jobs in each level
- Determine midpoints and midpoints progressions
- Determine range spreads
- Calculate range overlap
- Impact analysis and costing

#### **Salary Structure Exercise**

Case Study – exercise

#### **Pay Management**

- Managing pay within salary structures
- Merit Guideline

#### What does this masterclass aim for?

- Understand how to fully utilize the survey report
- Understand how to determine market positioning and analyze market data
- Understand the concept and steps in developing Salary Structure
- Evaluation of overall HR Framework
- Understand how Salary Structure links to other HR Programs

- Virtual facilitator-led masterclass
- Materials in English
- Delivery in Bahasa Indonesia
- Includes case studies sharing

## **Organisation Design**

#### Date and time

8 - 9 September 2021, 8.00am - 12.00pm

#### **Agenda**

#### **Introduction to Organisation Design**

- Insights based on Willis Towers Watson research
- Organisation Design process overview
- Linking organisation and strategy execution

#### **Organisation Design Framework**

- Organisation Design spectrum
- Creating design principles
- Developing organisation structure based on design principle
- Managing organisation redesign and change

#### **Trends in organization Structure Design**

- Basic structure options
- Advanced structure options
- Selecting the best structural option

#### **Design Roles and RACI Model**

- Validation of current work activities inventory
- Identification of stakeholders
- Developing Key Responsibilities in RACI
- Span of Role Design (Control, Accountability, Influence, Support)

#### What does this masterclass aim for?

- Understand how to develop an effective and efficient organisation by considering right structure, right size, right capabilities and right governance
- Identify design principles by understanding strategic priorities and organisational risks and strengths
- Understand the trends in structural option and selecting the best option
- Develop an understanding of the RACI methodology for outlining roles & responsibilities

- Virtual facilitator-led masterclass
- Materials in English
- Delivery in Bahasa Indonesia & English mixed, but questions can be asked in Bahasa Indonesia
- Includes case studies sharing

## **Driving Culture, Behaviour and Culture**

#### Date and time

6 - 7 October 2021, 8.00am - 12.00pm

Everyone has mostly heard the phrase from notable management thinker Peter Drucker that "Culture Eats Strategy for Breakfast". Most business and HR Leaders already recognise that culture & behaviours & change directly affects a company's ability to compete in the marketplace. But the complexity of today's work ecosystem of constant transformation and need for agility, is putting culture & change higher on their priority list.

#### **Agenda**

#### **Culture Transformation**

- What is culture and how to best define it
- Steps/levers to drive culture transformation
- Making culture stick is a change process that requires connections across many areas

#### **Change Management Framework**

- Understanding building vision for the change, the employee experience you are looking to deliver and the needs of your people.
- Use change enablers to deliver a people-centric, data-driven approach to change.
- Ensure the change is sustained

#### **Behaviour Change**

- Understanding what drives and what are the obstacles to employee behaviour change.
- Using concepts like Gamification and Nudging to drive desired employee behaviour change.

#### Bringing it all together

- Using combination of culture & behaviours & change effectively to improve the organisation's ability to compete in the marketplace.
- Becoming an architect or catalyst to drive this combination of change in the organisation.

#### What does this masterclass aim for?

- Understanding defining, measuring and transforming culture.
- Understanding change enablers and how to drive change management in various situations of change.
- Understanding complexities of employee behaviour and using techniques such a Gamification and Nudging effectively.
- Tips on leading/ engaging your organisation as architect or catalyst using these concepts

- Virtual facilitator-led masterclass
- Materials in English
- Delivery in English & Bahasa Indonesia mixed, but questions can be asked in Bahasa Indonesia
- Masterclass includes exercises and case sharing

## **Bespoke In-company Training**

We compile bespoke training packages that are unique to your organisation. All training courses can be tailored to meet your own business requirements and company culture.

If you would like to discuss tailoring an HR training course to yourself or your department, or would like additional information on any of these programmes, please contact our Talent & Rewards Associate:

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Training requirements vary greatly between organisations. For this reason, the content and focus of training workshops can be tailored to specific issues and skills gaps for specific organisations. This will help ensure that the time and investment is maximized and can often prove cost effective for large groups. The tailored nature of this approach also involves being flexible on location of delivery.

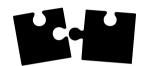
### **Talent & Rewards**

We help organisations improve business performance **through people** by...

Hire & Align

Build & Reward

Lead & Engage







Matching the right people with the right work

Enabling them to have a great, rewarding experience

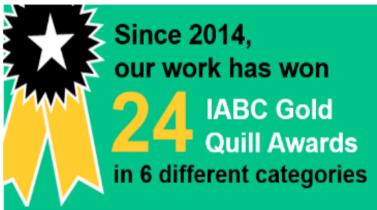
Inspiring them through effective and engaging leadership



### Our experience and expertise

A mix of thoughtful research and fresh views, deep expertise, essential data, leading software solutions and pragmatic advice





400 consultants

World's largest executive compensation consultancy



#### **Expertise**

# Key Industries Note: We possess the

in-depth subject matter expertise on key industries and regulatory issues necessary to develop reward solutions that are relevant and specific to the needs of our clients.



# Integrated Solutions

That draw on the full range of expertise in communication & change management,

HR technology, data, employee insights, rewards, benefits and talent management

32,000+ participants in our Compensation Surveys in 115+ countries

## Our research and thought leadership

## Research

Our global research efforts uncover critical insights on talent and reward best practices, providing a solid foundation for consulting solutions.

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Global Talent Management & Rewards Study

respondents representing over 21 million employees

## **Future of Work**

Global thought leaders. Six HBR articles and over 100 conference presentations including the World Economic Forum

## Understanding of drivers and risks across

Talent, Rewards & Employee Experience

## Talent mobility and challenges

Pay for performance

EVP and Total

Leader and manager effectiveness

Career management

#### **Communication**

Health, stress & wellness

Attraction and retention drivers

Performance management



**Global Workforce Study** 

Global Talent Management & Rewards Study



**Global Talent 2021** 

## "Go to" source



**Transformative HR:** How Great Companies Use Evidence-Based Change for Sustainable Advantage



#### Manager Redefined:

The Competitive Advantage in the Middle of Your Organisation



#### Lead the Work:

Navigating a World Beyond Employment

