

# Aligning Performance Management With Your Total Rewards Program

*The Greater Cincinnati Compensation & Benefits Association  
Fourth Quarter Program*

**This program is pending HRCI Credit**

Over the past decade, the weaknesses of the traditional approach to performance management have become increasingly clear, including lack of time, limited impact on performance, and hindering engagement. In this void, the evolution of performance management has begun to take root.

In its extensive research, Human Capital Institute (HCI) has determined an innovative approach to performance management that de-emphasizes ratings and rankings. Performance evaluations still play a role in determining compensation, but these decisions are the result of collective conversations and opportunities for rewards and recognition, rather than monetary decisions strictly based on a single, annual event. In this process, managers are given increased ownership over the budgeting and allocation of funds so they can more directly reward employee success and effort.

In this interactive presentation, you will learn how ratings and rankings are no longer the core goal of performance management, and hear how a variety of organizations in industries like aviation, technology, software, and consumer goods have redefined the relationship between performance management and compensation. You will participate in a self-assessment to help identify concrete areas of the performance management approach you can help your organization improve, and explore other non-compensation techniques to recognize and reward employees.

## **Our Speakers:**

**Jenna N. Filipkowski, Ph.D.** is the Director of Research at HCI. Jenna is responsible for providing rigorous, insightful analysis and actionable reporting that helps decision-makers drive results. Previously she spent several years as a consultant for a sales talent assessment company. She received her M.S. and Ph.D. in Industrial-Organizational Psychology from Wright State University. Jenna is a member of the American Psychological Association and the Society for Industrial/Organizational Psychology. She has presented her work in numerous professional conferences, technical reports, and book chapters.

**Aubrey K. Wiete** serves as the Senior Director of Enterprise Solutions at HCI, where she develops educational tools and information about talent management trends and topics. Aubrey's other areas of interest include the design and implementation of strategic onboarding, effective team-building and performance, and methods around building creative and sustainable employee cultures. She earned a bachelor's degree from Saint Louis University and a master's degree in Organizational Communication from the University of Kentucky.

**Program Logistics**

**When:**

Thursday, October 27, 2016

**Where:**

Marriott Kingsgate  
151 Goodman Drive  
Cincinnati, OH 45219

**Time:**

7:30 a.m. – 8:20 a.m. Networking, Registration, and Full Breakfast

8:20 a.m. – 8:30 a.m. Welcome and Announcements

8:30 a.m. – 10:00 a.m. Program

**Cost:**

GCCBA Member w/ programs: No cost

GCCBA Member w/o programs: \$35

GCCBA Student Member: \$10

Full-Time Student: \$25

Non-member: \$60

For additional information and to register please go to [www.gccba.com](http://www.gccba.com).