

Executive Directors' Remuneration and WorldatWork Conference Feedback



South African Reward Association

Presents

Gerald Seegers

PricewaterhouseCoopers

Executive directors' remuneration - Practices and trends

Juanita Kleynhans

Sanlam Investments

Key Insights from the Worldatwork Conference in San Diego

An overview of San Diego, the major organizations that are based there, and the conference! Some key insights from sessions and research presented at the conference.

Leon Havemann

Sasol

It's not (just) about the Money

Key insights from the WaW Rewards conference on what REALLY motivates employees and how to keep employees committed.

PROGRAMME

DATE: Monday, 15 August 2011

VENUE: Country Club Johannesburg
Woodmead

TIME:	15:00 - Registration 15:30 – Gerald Seegers 16:15 – Juanita Kleynhans - Sanlam 16:45 – Leon Havemann – Sasol 17:15 - Networking and closure with a cash bar and cocktail finger snacks
COST:	Members: No charge Non-Members: R250.00
CANCELLATION FEE:	Please note that a cancellation fee of R250.00 will be charged to members and non-members if registration is not cancelled 48 hours before the function or if delegate is a 'No Show' at the function.
RSVP:	Please RSVP by 11 August 2011. Please click here to register.
DIETARY REQUIREMENTS:	Please advise of any dietary requirements: halaal, kosher, vegetarian etc.

[MORE ABOUT THE SPEAKERS](#)

Gerald Seegers – PricewaterhouseCoopers

Gerald Seegers, CA(SA), HDip(Tax) and Certified Financial Planner is a Tax Director and member of the firm's Tax Management Committee. He is Head of the Human Resources Services practice in South Africa, one of the three core service offerings within Tax Services. His core experience is in all aspects of tax with specific focus on employment-related tax issues, employment benefit consulting, consulting to Remuneration Committees and Executive Compensation. Gerald has presented at numerous seminars on the annual tax amendments, published articles, presented on radio shows and TV programs covering various aspects of taxation and Executive Compensation. He is also a panel member on the firm's annual National Budget Speech presentation. He is currently the editor of both the firm's Non-Executive Director's Best Practices and Fees Report and the Executive Directors Best Practice and Remuneration Report that are published annually.

Juanita Kleynhans - Sanlam Investments

Juanita started her HR career with the Sanlam Group in 1997 with the Payroll department and joined the Sanlam Investments Cluster in September 2007 as the Remuneration and Statistics Specialist. Juanita attained her Global Remuneration Professional (GRP) Certificate in 2009 and has recently relocated to Johannesburg to join the HR team of the Sanlam Capital Management Sub Cluster.

Leon Havemann – Sasol

Leon joined AECl in 1989 in the Polythene Business as a Chemical Engineering technologist, his move to Sasol was as a result of the joint venture between Sasol and AECl with the eventual forming of Sasol Polymers. Leon's responsibilities included, Production and Process Engineering and Technical training. In 1998 after completing a BCom honours degree in Industrial Psychology he entered the world of Human Resource management. His first exposure was as acting HR manager for the plant while the actual HR manager was away on maternity leave! This was followed by a HR business partner role at Sasol's head office, responsible for the Group Supply Chain Optimisation team. Leon then moved to the Sasol Technology business unit working as a HR business partner in the Research & Development division – have you ever tried to keep a bunch of PhD Engineers & Scientists happy? During this period Leon's responsibilities included remuneration and benefits. Follow a restructuring of the Human Resource function within Sasol, Leon was appointed as a Remuneration Specialist. Leon's new responsibilities entail leading a small team who look after the Reward & Benefit needs of the Sasol business units in the Sasolburg geographic region. Leon enjoys the outdoors, tries to keep fit and if the weather permits, swims the Midmar mile each year. Good coffee is a must to start the day with!

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