



SEPA SHRM

Presents:

Valuing Work Globally: Balancing Internal and External Factors



**Pre-approved for 1.0 Recertification
Credit hour toward PHR/SPHR &
GPHR**

**Tuesday, February 19, 2008
8:00 AM – 10:15 AM**

at the Travelodge Hotel
11580 Roosevelt Blvd.
Philadelphia, PA

Valuing Work Globally: Balancing Internal and External Factors

With globalization, many organizations struggle with how to consistently value work to ensure it reflects company values as well as outside competitiveness. Global consistency is important for a number of reasons, including career pathing, succession planning, and eligibility for incentive plans.

Rohm and Haas Company and Hay Group partnered to develop a contemporary, streamlined methodology and process to achieve global consistency, accuracy and market alignment in a time-efficient manner. Getting it right increases return on human capital investment in that position accountabilities are clear, incumbents are paid correctly relative to their expected contributions, and pay is competitive relative to market.

At our meeting, representatives from Rohm and Haas Company and Hay Group will discuss their strategies.

About our Speakers:

Jim Bowers is a Vice President of the Hay Group, based in Philadelphia. His primary focus is on global client relationship management with emphasis on Human Resource consulting, reward practice leadership, and executive remuneration. Jim has approximately 30 years of consulting experience with Hay. He holds an MILR degree from Cornell University and a BS in Industrial psychology from Pennsylvania State University. Jim is also the President of the Pennsylvania, New Jersey, Delaware Employee Benefits and Compensation Association (PEBA).

Joe Cavallaro, Director, Global Rewards and North America Talent Management for Rohm and Haas Company, is accountable for the design of all compensation and benefits programs and policies including both domestic and international, executive compensation, and total rewards planning. Prior to Rohm and Haas, Joe served in various compensation roles for Mobil Corporation and also worked for several compensation consulting firms. He holds an MBA in management from George Mason University and a BS in Public Administration from Virginia Tech.

DIRECTIONS

The Travelodge is conveniently located on US 1; 3 miles south of the PA Turnpike exit 381, or 4 miles West of I-95 Woodhaven Road exit. The hotel's phone number is 215-464-9500.

PROGRAM SCHEDULE

8:00 Breakfast and Networking
8:30 Business Meeting, Introductions and "Hot Topics"
9:00 Featured Speaker
10:00 Networking

If you need a special accommodation to attend, please call (215) 698-7116

Please register and send your check in advance. You can always substitute a staff member if a conflict occurs.

**ONLINE REGISTRY IS UP & RUNNING – ANY PROBLEM, JUST PRINT OUT THE FORM & FAX TO:
215-698-7116**

SEE OUR CHAPTER WEB PAGE AT:

www.SEPASHRM.org

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*HRCI reserves the right to modify Approved Provider pre-approved recertification credits if necessary.

Monthly BREAKFAST MEETING

TUESDAY

8:00 AM – 10:15 AM

February 19, 2008

Complete this registration form and mail it, along with your check to Susan Warner. Reservations must be received by Friday, February 15, 2008.

If you are unable to meet this deadline, please try to call Susan or Larry at (215) 698-7116, by 10 AM, Monday, February 18, 2008, if you plan to attend.

Make your check payable to: SEPA SHRM and mail to:

**Susan Warner, J.D., SPHR
Chapter Administrator/Founding President
C/o Human Resource Trouble Shooters
9090 Pine Road
Office Suite A
Philadelphia, PA 19115
(215) 698-7116**

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Non-Chapter Members	\$17.00
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