

THE PPS GROUP RECOGNITION PROGRAMME

Recognising
Champions

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Group Executive: HR – Professional Provident Society
Presentation to ICMIF HR Directors Forum
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PPS GROUP



APPROX 1500 HEADCOUNT

Operating in South Africa, Namibia,
Australia and soon New Zealand

DRIVING HIGH PERFORMANCE



**PERFORMANCE
AND GOAL
SETTING**



**MONITORING
PERFORMANCE**



**DEVELOPING
CAPACITY TO
PERFORM**



**EVALUATION OF
PERFORMANCE**



**REWARDING
HIGH
PERFORMANCE**



TALENT DENSITY

TOTAL REWARDS STRATEGY



An opportunity to recognise and reward employees who excel at supporting the mission to protect our member's dreams and further our vision to be a brand leader

OBJECTIVES



ACKNOWLEDGE

Employees actions, efforts and behaviors



CELEBRATE

High performers



INCREASE

Employee retention and engagement



SUPPORT

The organisation's mission, vision and strategy





DREAM PROTECTOR AWARDS



5%
TOP TALENT



DREAM PROTECTOR AWARDS

The Dream Protector Awards is an individual employee recognition program.

The formal program is aimed at recognising ANY employee who demonstrates behaviours associated with PPS Values, delivering outstanding performance and member service.

PROCESS

1



Each business unit submits their nominations with motivations for the various categories by end of year.

2



Group Recognition Committee facilitates the process and shortlist the nominations.

Group Recognition Committee has cross functional representatives from each subsidiary/business unit.

3



The CEO, Deputy CEO and Group HR Executive ratifies the top 3 winners per category.

RECOGNITION CATEGORIES

There are seven categories:



Member Experience Champion



Performance Champion



Top Sales Support Champion



Top Sales Champion



PPS Values Champion
- We do the right thing



PPS Values Champion
- We are eternally curious



PPS Values Champion
- We take extreme ownership

RECOGNITION CULTURE

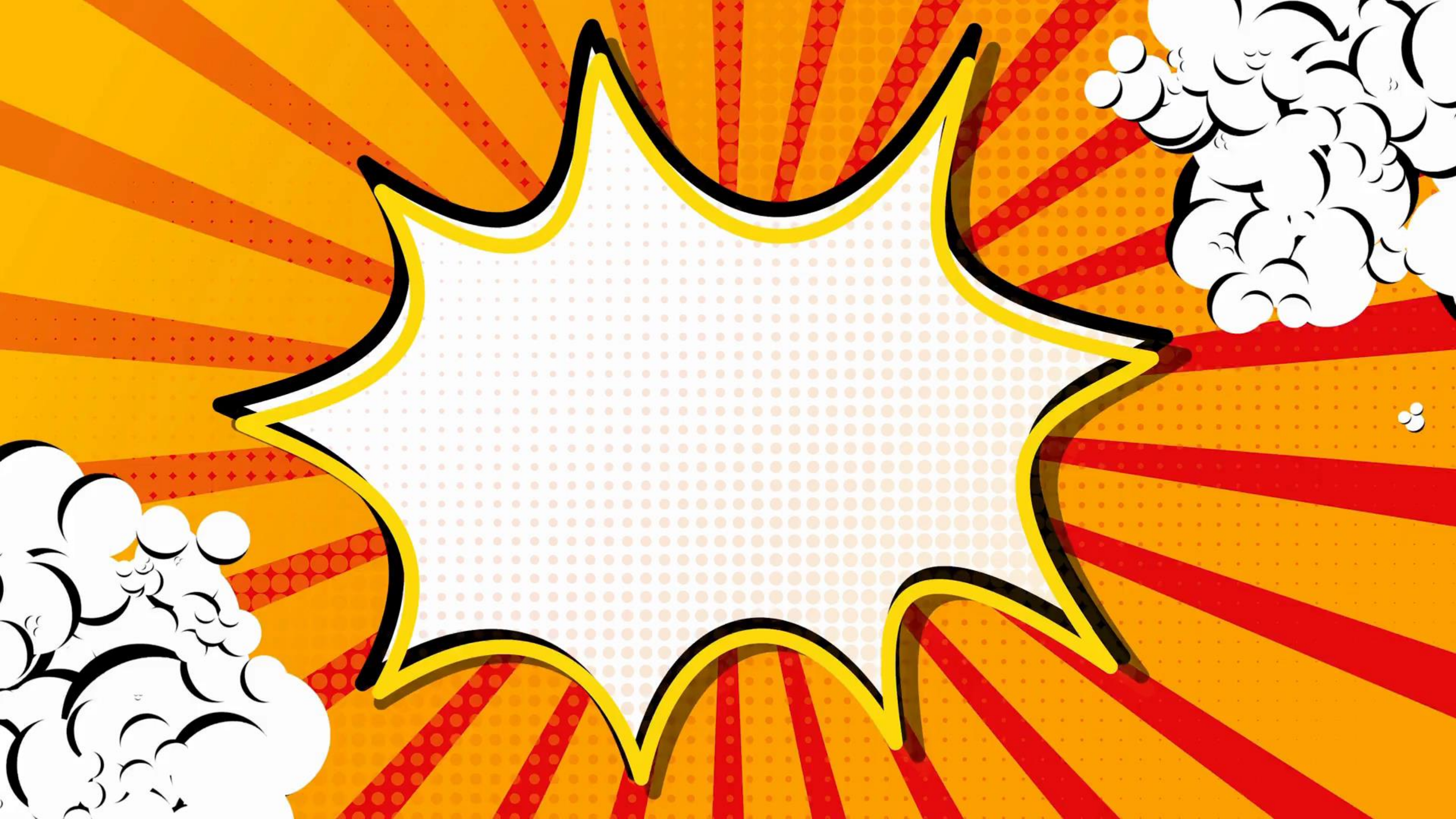
In addition to the Formal Recognition Awards, we strongly encourage informal on-the-spot recognition such as high-fives, congratulatory emails to promote the culture of recognition at PPS.



SALES PERFORMANCE INCENTIVE

This is an annual overseas trip exclusively for our top-performing salespeople and their partners.





PPS GROWTH STRATEGY



GOING GLOBAL



TEAM AWARDS



REAL STARS



THANK YOU

QUESTIONS?



How we celebrate, reward and recognise performance

Nicki Mackay, Chief Recovery Officer

Pete Frizzell, Chief People Officer



FMG
Advice & Insurance

**RECOGNITION
AWARDS**

— 2023 —



Categories

Professional development

Making FMG a great and safe place to work

Excellence in role

FMG Team of the year

Excellence in leadership:
New and emerging leader

Excellence in leadership:
CEO Organisational leadership

Wayne Thomas Memorial Trophy:
Outstanding Contribution to FMG

Process

Nominations

- All employees are encouraged to nominate their peers for an award category
- Asked to share examples of how each nominee meets criteria and demonstrates FMG's values

Selecting Finalists

- Each business area leadership team reviews their nominees and identifies top candidates
- Senior leaders meet to discuss nominees and identify finalists
- Executive Leadership Team agree winners



Questions