



Remunerate
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Case Study

Lend Lease

Lend Lease is an international property group with broad skills across the property value chain. Headquartered in Australia, Lend Lease operates three core businesses: project management and construction, property investment management and property development. Lend Lease has been using Remunerate to perform their Australian compensation review since the 2007 review cycle, and increased their Remunerate deployment to encompass their Asian operations in 2008.

Before Remunerate Lend Lease - after several system changes - ended back on Excel spreadsheets as their compensation review tool. This presented them with the following challenges:

- Maintaining both the accuracy and security of data;
- Amount of manual and duplicate data entry required;
- Ability to monitor progress;
- A high dependency upon key HR personnel to support and manage the tools (spreadsheets) rather than servicing the business;
- Limited capability to provide reports in a timely manner for management.

Lend Lease wanted to improve the review process so that it was streamlined, efficient, reliable and audit-compliant. With these requirements, Lend Lease went to market in 2006 and evaluated a number of products.

Remunerate was selected primarily due to its ability to be easily customised to meet Lend Lease's unique requirements. Another key consideration was the Remunerate team's experience and responsiveness to Lend Lease's requirements. Due to both the success of the Australian implementation as well as Remunerate's ability to support multi currency reviews, Lend Lease decided on using Remunerate to perform the 2008 compensation review for its Asian operations.

Remunerate has significantly improved Lend Lease's ability to manage the review process, with key benefits being:

- Secure storage of sensitive data in a central location;
- Improved workflow and audit controls;
- Reduced need for manual intervention to manage the review process;
- All users use the same version for the review;
- Ease of use for end users.

Remunerate is now an integral component of Lend Lease's remuneration reviews associated with its operations in Asia Pacific.

"Remunerate is a very user-friendly system which has greatly helped us streamline our remuneration review processes...it has received positive feedback from line managers."

Cindy Bingley-Pullin,
Remuneration & Reward
Manager, Australia, Lend Lease
Management Services