

# COMPENSATION, BENEFITS & TOTAL REWARD



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## **Program Overview:**

Payroll is the number one expense for every company. Therefore, getting this right should be the number one priority for any organisation.

In today's competitive environment, top talent is costly and mobile. Therefore, to avoid the inevitable retention issues or price-wage inflation, organisations are faced with the need to review their compensation packages and take a broader 'total reward' strategic approach. The impact of Covid-19 across the world has changed the perception of pay and reward for employers and employees alike. Working from home, once a rarity, is part of the new normal for many employees. To adapt to the demands of a post-Covid world, companies are adopting a 'total reward' approach, which takes a holistic and all-encompassing approach to the way that employees are paid, or 'rewarded' for joining (and staying) with your organisation. Whilst salaries are important, they are not the only factor that attracts top talent – in case study after case study across the world, the employee-manager relationship & career growth opportunities are seen to be equally important to both employee attraction and retention.

## **Program Overview:**

Holistic reward structures include the basic metrics of salaries or pay, medical insurance, leave periods etc., and expand these benefits on offer to new or existing employees to include a positive work environment & office culture, the possibility of hybrid working from home, training and learning opportunities, career growth, job rotation, corporate perks and a wide range of non-financial incentives.

But a compensation & benefits structure that attracts one person may not be suitable for another. For example, school fees payments may be a great benefit for middle-aged employees with 3 kids; but useless to an unmarried 22 year old fresh graduate. Therefore, organisations need to adopt a flexible approach to their total reward strategy that is tailored to the needs of their employees. This course will identify how to create a total reward structure to meet these objectives and covers the full scope of compensation, including legal rights & practices, and uses global best practice and case studies to explore compensation & benefits strategy, designing and administering a compensation structure, and communicating compensation plans to your organisation.

This course is learner centric and focusses on practical skills. It is activity-based, with each training session offering a range of activities designed to engage and involve delegates in the learning process. Following adult learning theory, each module allows participants to explore, analyse and assess the issues and explore and evaluate possible solutions.

## Program Overview:

The workshop has been designed to accommodate different learning preferences so that activists, theorists, pragmatists and reflectors can all benefit from the learning experience. The facilitators encourage open learning and discussion, passing on not only their own extensive experience but encouraging learning through sharing the knowledge and experience of the delegates. The course contains a wealth of practical examples and case studies as well as some simple tools and techniques that delegates can apply readily within their own organisation.



## Who Should Attend?

- › Department heads & senior Managers, key budget holders and influencers
- › HR Managers and functional HR team leaders
- › Finance & Payroll Administration Managers

# COMPENSATION, BENEFITS & TOTAL REWARD IN A Benefits of Attendance

- › Explore the impact of COVID-19 on total reward strategies
- › Understand how companies need to modify or adapt their compensation structures in the post-Covid world.
- › Explore the elements of total reward & evaluate the cost/benefit of each.
- › Learn how to design & implement a total reward strategy within a clearly defined employee grading & compensation structure.
- › Explore the Hay Group methodology for job evaluation.
- › Assess your existing internal pay-grades and internal career structures.
- › Identify how to integrate a total reward strategy in to the performance management process.
- › Explore the role and impact of line managers in your total reward strategy.
- › Learn how to integrate training in to a comprehensive total reward strategy that focusses on long-term employee retention and career growth.
- › Be able to identify critical development needs and select the most effective training to maximise ROI.
- › Explore global best practise and case studies on how to motivate & retain top talent.
- › Create an action plan to implement the workshop learning to bring a world-class total reward strategy to your organisation.

## Course Curriculum:

# HR & TALENT MANAGEMENT PROFESSIONAL DEVELOPMENT COURSES : EFFECTIVE RECRUITMENT & SELECTION

### AGENDA DAY 1

#### PAY & GRADING STRUCTURES

- > Impact of Covid-19 on compensation
- > Adapting reward to a post-Covid world
- > Exploring the HAYE methodology
- > Reward strategies by levels & grades

### BREAK

#### ELEMENTS OF REWARD – EMPLOYER BRAND

- > The impact of employee branding
- > Critical branding touch-points
- > Perception Vs reality
- > Developing a consistent brand message

### CLOSE

### AGENDA DAY 2

#### ELEMENTS OF REWARD – PERFORMANCE PAY

- > The performance cycle
- > Cascading organisational objectives
- > Performance metrics, key output & success criteria
- > The critical role of line management

## Course Curriculum:

# HR & TALENT MANAGEMENT PROFESSIONAL DEVELOPMENT COURSES : EFFECTIVE RECRUITMENT & SELECTION

<b>REWARD, PROMOTION &amp; SUCCESSION PLANS</b>	<ul style="list-style-type: none"><li>&gt; Identifying Hi-potential top-talent employees</li><li>&gt; Mapping performance results</li><li>&gt; The succession planning process</li><li>&gt; Integrating reward, promotion &amp; succession planning</li></ul>
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**CLOSE**

<b>AGENDA DAY 3</b>	
<b>ELEMENTS OF REWARD-TRAINING AND DEVELOPMENT</b>	<ul style="list-style-type: none"><li>&gt; Maximising the ROI of training &amp; development</li><li>&gt; Alternate learning methods &amp; opportunities</li><li>&gt; Selecting appropriate learning</li><li>&gt; Measuring training effectiveness</li></ul>

**BREAK**

<b>TOTAL REWARD &amp; RETENTION</b>	<ul style="list-style-type: none"><li>&gt; Loyalty &amp; organisational alignment</li><li>&gt; Building engagement</li><li>&gt; Elements of employee motivation</li></ul>
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**CLOSE**

## Trainer's Profile : **JONATHAN LAVENDER**



Jonathan is a Global Talent Management expert who has spent over 25 years amassing a comprehensive behavioural understanding from operating within multi-cultural environments across Europe, the Middle-East, Africa & Asia. The former CHRO & HR/Talent Director for some of the world's leading MNCs and logistics, Government, advertising & media, he brings vast experience of integrating talent management strategies to meet the needs of both local and expatriate employees & has faced the challenges set by meeting the requirements of the many diverse cultures, labour laws, obligations & restrictions.

Jonathan is a talent management and organisational transformation specialist with a warm consultative approach, strong commercial acumen and experience of working between board and operational level. Working within complex and diverse markets, Jonathan succeeded in creating & implementing world-class talent management & integrated HR solutions, performance management systems, talent acquisition strategies, benefit & rewards structures, induction initiatives, career mapping, succession planning, training & development programmes and a range of employee engagement, retention & 'preferred employer' initiatives.

Jonathan holds a CELTA certificate in English language training and attended a CIPD certification course in 2010. Jonathan's delivery style is enjoyable & engaging. He believes that people get the most out of a learning opportunity when they are actively involved in creating the solution; they are having fun and they can see a direct correlation between the learning and their job. Jonathan has extensive experience of the problems and issues around retaining and developing talent. He has created and launched career development and training initiatives across the emerging markets in Africa, the Middle-East and SE Asia. Since 2015, Jonathan has worked as a consultant, bringing world-class talent management projects and training to a wide range of businesses across the world, applying his extensive 'hands-on' experience of the problems and issues around attracting, managing, retaining and developing talent and he approaches each course from a global perspective, bringing his international expertise and experience to meet local needs



# What are the motivations for enrolling in a **COMPENSATION, BENEFITS & TOTAL REWARD** training Course?

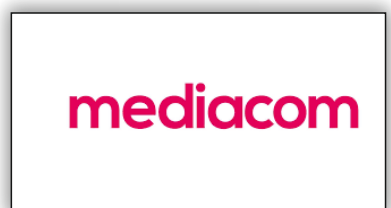
**Individuals have various motivations for enrolling in a Compensation, Benefits & Total Reward training course:**

- › Career Progression
- › Continuous Professional Growth
- › Enhancing Organizational Effectiveness
- › Ensuring Adherence to Regulations
- › Boosting Employee Engagement
- › Maintaining Market Competitiveness
- › Meeting Employee Expectations
- › Promoting Fairness in Compensation
- › Effective Cost Management
- › Understanding Holistic Rewards
- › Competing for Top Talent
- › Preparing for Leadership Roles

Ultimately, enrolling in a Compensation, Benefits & Total Reward training course reflects a dedication to professional development, organizational prosperity, and the well-being of employees. It showcases an understanding of the pivotal role that compensation and benefits play in building and maintaining a high-performing workforce.

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## Participants working at





## CONTACT US

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