

€ TRAINING

Advanced Compensation Management





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Introduction:

Compensation management is essential for attracting, retaining, and motivating talent. This advanced training program explores deeper strategies, analysis, and implementation techniques that align with organizational goals. Participants will gain expertise in compensation planning, performance-based pay, and global trends, equipping them to drive business success through effective compensation systems.

Program Objectives:

By the end of this program, participants will be able to:

- Develop advanced compensation strategies aligned with organizational goals.
- Analyze compensation data using advanced tools and methodologies.
- Design and implement performance-based pay systems.
- Navigate global and legal compensation frameworks.
- Align compensation strategies with talent management and retention plans.

Targeted Audience:

- HR Managers.
- Compensation & Benefits Specialists.
- Senior HR Professionals.
- Talent Acquisition Specialists.
- Organizational Development Consultants.

Program Outline:

Unit 1:

Advanced Compensation Strategy Development:

- Aligning compensation with business objectives.
- Balancing monetary and non-monetary benefits.

- Developing a compensation philosophy.
- Assessing market competitiveness in compensation.
- Techniques for designing long-term incentive programs.

Unit 2:

Compensation Data and Analytics:

- Methods of collecting and interpreting compensation survey data.
- Benchmarking against industry standards.
- Using statistical tools for compensation analysis.
- Predictive analytics in compensation planning.
- Importance of reporting compensation data to stakeholders.

Unit 3:

Performance-Based Pay Systems:

- Developing performance-based compensation frameworks.
- Implementing variable pay and bonus systems.
- Linking pay to individual and team performance.
- Pay for skills and competencies: Trends and applications.
- Managing pay-for-performance challenges.

Unit 4:

Global and Legal Considerations in Compensation:

- Navigating global compensation trends and challenges.
- Understanding expatriate compensation packages.
- Legal compliance in compensation: Key global regulations.
- Addressing pay equity and fairness.
- Handling executive compensation within regulatory frameworks.

Unit 5:

Integrating Compensation with Talent Management:

- Aligning compensation strategies with talent retention.
- Compensation's role in employee engagement and motivation.
- Succession planning and its impact on compensation.
- Compensation strategies for high-potential employees.
- Managing compensation during organizational change.