



Mastering Total Rewards: Comprehensive Strategies for HR Professionals

18 - 22 May 2027
Barcelona



Mastering Total Rewards: Comprehensive Strategies for HR Professionals

Ref.: 36239_18132 **Date:** 18 - 22 May 2027 **Location:** Barcelona **Fees:** 5700 **Euro**

Course Overview

This course provides a comprehensive exploration of Total Rewards Strategy TRS, specifically designed for HR professionals seeking to enhance their strategic HR management and planning skills. The Total Rewards Management Course covers essential aspects such as compensation training, HR programs, and specialized topics including international tax planning, audit issues, and employee health programs. This course addresses gaps in HR analytics, compensation management, and international tax planning. It offers insights into HR planning, cost classification, and internal control systems.

Target Audience:

- HR Managers
- Compensation Analysts
- Financial Advisors
- Business Analysts

Targeted Organizational Departments:

- Human Resources
- Finance
- Operations

Targeted Industries:

- Healthcare
- Finance
- Manufacturing
- Government

Course Offerings:

- Understand HR Analytics
- Explore Different Compensation Models.
- Master Cost-Sensitive Classification
- Learn the Strategic Implementation of Total Rewards
- Foster a Strategic Mindset
- Promote Ethical Standards



Training Methodology:

The five-day course includes interactive sessions, case studies, and group work. With a balanced mix of theoretical foundation and real-world examples, we ensure your learning is holistic and practical.

Course Toolbox:

- Total Rewards Management Workbook
- Checklists.

Course Agenda:

Day 1: Introduction to Total Rewards Management

- **Topic 1:** Introduction to Total Rewards Strategy
- **Topic 2:** Role of Total Rewards in Talent Management
- **Topic 3:** Understanding Basic Financial Terms
- **Topic 4:** Business Strategy and Total Rewards Design
- **Topic 5:** Case Study: Effective Total Rewards Strategy
- **Reflection & Review:** Summarize key points and discuss takeaways

Day 2: Legal and Ethical Framework

- **Topic 1:** Legal Requirements in Compensation and Benefits
- **Topic 2:** Ethical Considerations in Total Rewards
- **Topic 3:** Discrimination and Equal Pay
- **Topic 4:** International Compensation and Benefits Laws
- **Topic 5:** Case Study: Avoiding Legal Pitfalls in Total Rewards
- **Reflection & Review:** Summarize key points and discuss implications

Day 3: Components of a Comprehensive Total Rewards Package

- **Topic 1:** Compensation: Base Salary and Hourly Wages
- **Topic 2:** Short-term and Long-term Incentives
- **Topic 3:** Benefits: Health, Retirement, etc.
- **Topic 4:** Well-being Programs and Employee Effectiveness
- **Topic 5:** Development Opportunities and Career Growth
- **Topic 6:** Recognition Programs and Non-monetary Benefits
- **Topic 7:** Case Study: Creating a Balanced Total Rewards Package
- **Reflection & Review:** Summarize key points and discuss balance in total rewards



Day 4: Implementing and Communicating Total Rewards Plans

- **Topic 1:** Steps in Implementing Total Rewards Plans
- **Topic 2:** Importance of Communication in Total Rewards
- **Topic 3:** Technology Tools for Total Rewards Management
- **Topic 4:** Addressing Employee Queries and Concerns
- **Topic 5:** Case Study: Successful Total Rewards Plan Rollout
- **Reflection & Review:** Summarize key points and discuss communication strategies

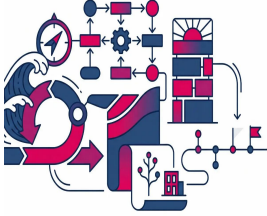
Day 5: Review and Future Trends

- **Topic 1:** Review of Key Concepts
- **Topic 2:** Current Trends in Total Rewards
- **Topic 3:** The Future of Remote Work and Its Impact on Total Rewards
- **Topic 4:** Challenges in Total Rewards Management
- **Topic 5:** Case Study: Adapting to Future Trends
- **Reflection & Review:** Summarize the course and discuss future learning objectives

How This Course is Different from Other Courses:

What sets this course apart is its comprehensive nature, merging HR objectives with financial and legal considerations. From the cash flow impact of payment terms formula to the nuances of international tax planning, this course covers all five elements of a Total Rewards strategy: compensation, benefits, well-being effectiveness, development, and recognition.

Training Course Categories



Agile PM and Project Management Training Courses



Certified Courses By International Bodies



Communication and Public Relations Training Courses



Data Analytics Training and Data Science Courses



Environment & Sustainability Training Courses



Finance and Accounting Training Courses



Governance, Risk and Compliance Training Courses



Human Resources Training and Development Courses



IT Security Training & IT Training Courses



Leadership and Management Training Courses



Legal Training, Procurement and Contracting Courses



Maintenance Training and Engineering Training Courses

Training Course Categories



Marketing, Customer Relations, and Sales Courses



Occupational Health, Safety and Security Training Courses



Personal & Self-Development Training Courses



Quality and Operations Management Training Courses



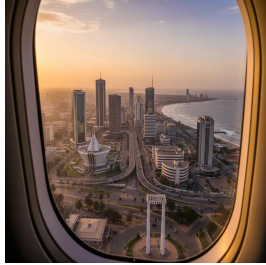
Secretarial and Administration Training Courses



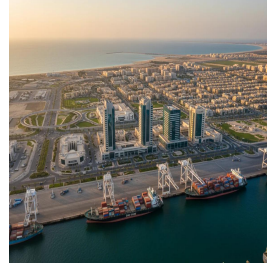
Training Cities



Abu Dhabi - UAE



Accra - Ghana



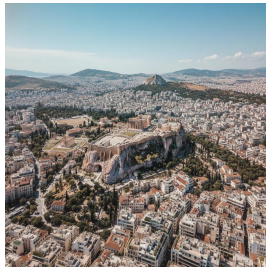
Al Jubail - Saudi Arabia



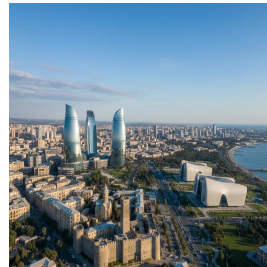
Amman - Jordan



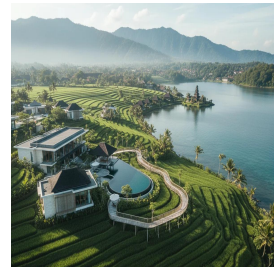
Amsterdam - Netherlands



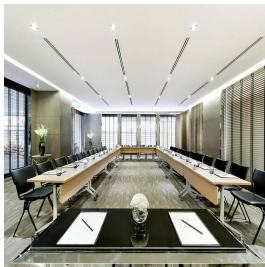
Athens - Greece



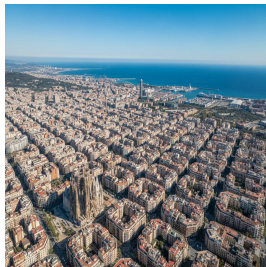
Baku - Azerbaijan



Bali - Indonesia



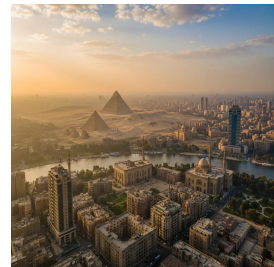
Bangkok - Thailand



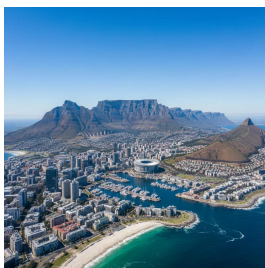
Barcelona - Spain



Berlin - Germany



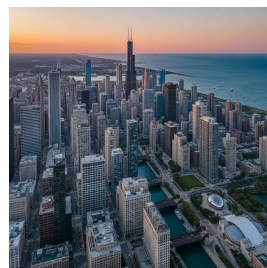
Cairo - Egypt



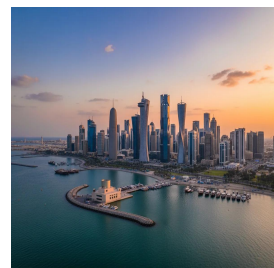
Cape town - South Africa



Casablanca - Morocco



Chicago - USA



Doha - Qatar



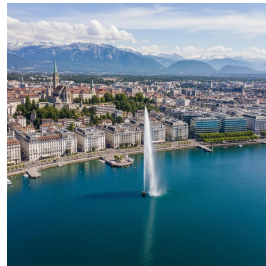
Training Cities



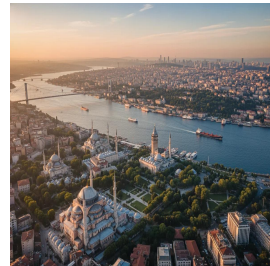
Dubai - UAE



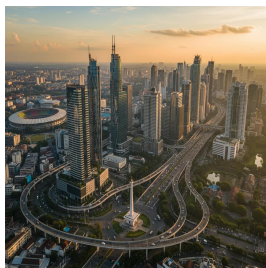
Frankfurt - Germany



Geneva - Switzerland



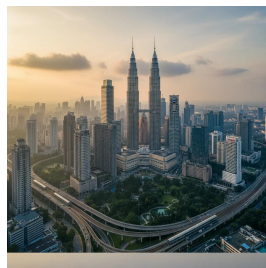
Istanbul - Turkey



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Johannesburg - South Africa



Kuala Lumpur - Malaysia



Kuwait - Kuwait



Langkawi - Malaysia



Lisbon - Portugal



London - UK



Madrid - Spain



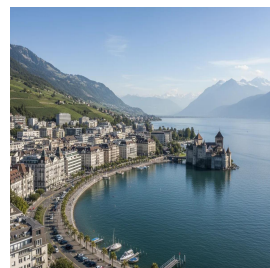
Manama - Bahrain



Marbella - Spain



Milan - Italy



Montreux - Switzerland



Training Cities



Munich - Germany



Muscat - Oman



Nairobi - Kenya



New York - USA



Nice - France



Paris - France



Phuket - Thailand



Porto - Portugal



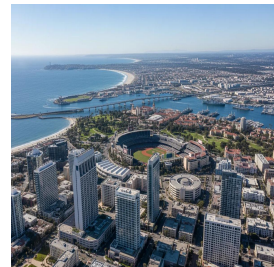
Prague - Czech Republic



Riyadh - Saudi Arabia



Rome - Italy



San Diego - USA



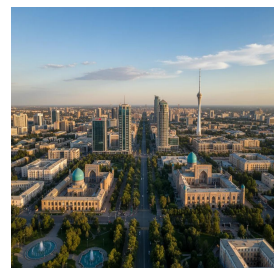
Seoul - South Korea



Sharm El-Sheikh - Egypt



Singapore - Singapore



Tashkent - Uzbekistan



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Training Center

Training Cities



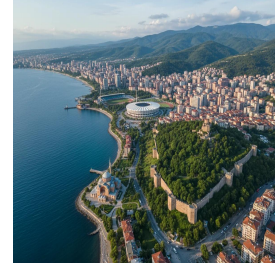
Tbilisi - Georgia



Tokyo - Japan



Toronto - Canada



Trabzon - Turkey



Vienna - Austria



Zanzibar - Tanzania



**Zoom - Online
Training**