



Mastering Total Rewards: Comprehensive Strategies for HR Professionals

17 - 21 Nov 2025
Milan



Mastering Total Rewards: Comprehensive Strategies for HR Professionals

Ref.: 36239_18158 **Date:** 17 - 21 Nov 2025 **Location:** Milan **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.



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**Data Analytics Training
and Data Science
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**Environment &
Sustainability Training
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**Governance, Risk and
Compliance Training
Courses**



**Human Resources
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Development Courses**



**IT Security Training & IT
Training Courses**



**Leadership and
Management Training
Courses**



**Legal Training,
Procurement and
Contracting Courses**



**Maintenance Training
and Engineering
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Marketing, Customer Relations, and Sales Courses



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WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



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