

Mastering Total Rewards: Comprehensive Strategies for HR Professionals

AGILE LEADERS
Training Center

AGILE LEADERS
Training Center

Mastering Total Rewards: Comprehensive Strategies for HR Professionals

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

AGILE LEADERS
Training Center

Training Methodology:

The one-week 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

AGILE LEADERS
Training Center

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.

AGILE LEADERS
Training Center

Training Course Categories

- Agile PM and Project Management Training Courses
- Agribusiness & Food Security Training Courses
- Aviation Management and Operations Training Courses
- Certified Courses By International Bodies
- Communication and Public Relations Training Courses
- Crisis Management and Business Continuity Training Courses
- Data Analytics Training and Data Science Courses
- Digital Government & Public Service Training Courses
- Education and Learning Development Training Courses
- Environment & Sustainability Training Courses
- Facilities and Real Estate Training Courses
- Finance and Accounting Training Courses
- Governance, Risk and Compliance Training Courses
- Healthcare Management Training Courses
- Heritage Conservation and Museum Management Training Courses
- Hospitality and Tourism 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
- Marketing, Customer Relations, and Sales Courses
- NGO, Humanitarian and Development Management Training Courses
- Occupational Health, Safety and Security Training Courses
- Oil & Gas Training and Other Technical Courses
- Personal & Self-Development Training Courses

AGILE LEADERS
Training Center

Training Course Categories

- Quality and Operations Management Training Courses
- Secretarial and Administration Training Courses
- Shipping, Maritime and Ports Training Courses

AGILE LEADERS
Training Center

Training Cities

Abu Dhabi UAE	**Accra** Ghana	**Addis Ababa** Ethiopia
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	**Dubai** UAE	**Frankfurt** Germany
Geneva Switzerland	**Istanbul** Turkey	**Jakarta** Indonesia
Johannesburg South Africa	**Kuala Lumpur** Malaysia	**Kuwait** Kuwait
Lagos Nigeria	**Langkawi** Malaysia	**Lisbon** Portugal
London UK	**Madrid** Spain	**Manama** Bahrain
Marbella Spain	**Milan** Italy	**Montreux** Switzerland
Munich Germany	**Muscat** Oman	**Nairobi** Kenya

AGILE LEADERS
Training Center

Training Cities

New York USA	**Nice** France	**Paris** France
Phuket Thailand	**Port Louis** Mauritius	**Porto** Portugal
Prague Czech Republic	**Rome** Italy	**San Diego** USA
Seoul South Korea	**Sharm El-Sheikh** Egypt	**Singapore** Singapore
Tashkent Uzbekistan	**Tbilisi** Georgia	**Tokyo** Japan
Toronto Canada	**Trabzon** Turkey	**Vienna** Austria
Zanzibar Tanzania	**Zoom** Online Training	**Zurich** Switzerland