Advanced Total Rewards and Human Capital Analytics Training Course

11 – 15 October 2027
Amsterdam

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Ref: 874_166019 **Date:** 11 – 15 October 2027 **Location:** Amsterdam **Fees:** 5700 Euro

Overview

Advanced Total Rewards and Human Capital Analytics Training Course is a one-week course for rewards specialists, HR analysts, workforce planners, and HR leaders who leave with a Rewards Analytics Decision Pack. Participants connect rewards strategy, workforce segmentation, pay and benefits data, equity diagnostics, retention indicators, and scenario analysis. The course replaces isolated measures with traceable evidence, comparable options, and documented recommendations. Agile Leaders Training Center develops total rewards and human capital analytics practice.

Who Should Attend

- Rewards functions responsible for compensation, benefits, incentives, and recognition decisions
- HR analytics functions responsible for workforce measures and evidence quality
- Workforce planning functions responsible for segments, demand, retention, and cost scenarios
- HR leadership functions responsible for approving rewards priorities and investments
- Finance partners responsible for workforce cost and scenario review

The course assumes participants already work with HR data, reward policies, and spreadsheets; it leaves out payroll processing, tax advice, and certification preparation.

Departments and Industries

The course supports departments and industries that evaluate rewards through workforce evidence.

- Human resources, compensation, benefits, people analytics, and workforce planning
- Finance, strategy, performance, and organizational development functions
- Financial services, retail, technology, and consulting organizations
- Manufacturing, logistics, energy, and engineering organizations
- Healthcare, education, public administration, and nonprofit organizations

Learning Objectives

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

- Apply a total rewards portfolio and outcome map.
- Analyze pay, benefits, incentives, recognition, and workforce segments.
- Diagnose pay distributions, gaps, and equity indicators.
- Evaluate retention, performance, utilization, and reward effectiveness.
- Compare reward scenarios, costs, risks, and trade-offs.
- Build a Rewards Analytics Decision Pack.

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Course Agenda

Day 1: Frame Rewards Strategy and Evidence

- Total Rewards Portfolio and Outcome Map
- Workforce Segment and Employee Group Matrix
- Reward Decision Question Canvas
- Reward Data Source and Definition Register
- Rewards Analytics Decision Pack Structure

Day 2: Analyze Pay and Equity

- Job and Pay Data Quality Checklist
- Market Position and Pay Distribution Profile
- Compa-Ratio and Range Penetration Analysis
- Pay Gap and Workforce Segment Diagnostic
- Pay Equity Evidence and Exception Log

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Day 3: Evaluate Benefits and Incentives

- Benefits Utilization and Participation Dashboard
- Employee Value and Cost Trade-Off Matrix
- Incentive Measure and Payout Curve Review
- Recognition Reach and Distribution Analysis
- Reward Portfolio Balance Scorecard

Day 4: Connect Rewards to Workforce Outcomes

- Retention and Turnover Segment Analysis
- Performance and Reward Relationship Grid
- Workforce Cost and Outcome Driver Tree
- Reward Scenario and Sensitivity Table
- Recommendation Evidence and Risk Record

Day 5: Practice Rewards Analytics Decisions

- Exercise: Diagnose a Pay Distribution
- Exercise: Evaluate Benefits Utilization
- Exercise: Compare Reward Scenarios
- Exercise: Defend a Rewards Recommendation
- Capstone: Rewards Analytics Decision Pack

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Practical Exercises

The course uses suggested activities based on service, manufacturing, healthcare, and technology workforces.

- Suggested activity: segment a workforce and define reward questions, measures, and evidence limits.
- Suggested activity: diagnose pay distribution and equity indicators without inferring unsupported causes.
- Suggested activity: compare benefits and incentive options through utilization, cost, and outcome evidence.
- Suggested activity: prepare a rewards recommendation with scenarios, trade-offs, risks, and monitoring measures.

FAQs

Who suits total rewards and human capital analytics training, and what does it assume?

Rewards, HR analytics, workforce planning, HR leadership, and finance partner functions suit the training. It assumes experience with HR data, reward policies, and spreadsheets.

How does total rewards analytics differ from compensation design training?

Total rewards analytics evaluates compensation, benefits, incentives, recognition, workforce segments, and outcomes, while compensation design training concentrates on pay structures, grades, ranges, and salary administration.

How can human capital analytics support total rewards decisions?

Human capital analytics supports total rewards decisions by connecting reward inputs with workforce segments, utilization, retention, performance, cost, and evidence limitations.

What does pay equity analysis examine?

Pay equity analysis examines job and pay data quality, comparable groups, distributions, gaps, exceptions, and documented factors before recommendations are made.

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How are total rewards scenarios compared?

Total rewards scenarios are compared through explicit assumptions, affected workforce segments, cost, expected outcomes, sensitivity, implementation risk, and monitoring measures.

Conclusion

Participants take back a Rewards Analytics Decision Pack containing portfolio maps, data definitions, segment profiles, pay diagnostics, benefits and incentive analyses, outcome drivers, scenarios, risks, and a recommendation brief. It changes disconnected HR measures into a governed rewards decision process. The pack supports traceable choices and repeatable monitoring.