



Talent Retention Through Remuneration and Training Course

1 – 5 February 2027
Addis Ababa

Talent Retention Through Remuneration and Training Course

Ref: 1638_221034 **Date:** 1 – 5 February 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Talent Retention Through Remuneration and Training Course is a one-week professional course for HR managers, reward professionals, learning leaders, HR business partners, and workforce analysts. Participants build an Integrated Reward and Development Retention Plan that connects turnover evidence, employee preferences, remuneration, benefits, recognition, training, career development, internal mobility, manager action, cost, fairness, and outcome measures. The course treats remuneration and training as coordinated retention levers rather than assuming that pay or course attendance alone will make employees stay. Agile Leaders Training Center develops evidence-based retention practice.

Who Should Attend

- HR managers responsible for voluntary-turnover and retention priorities
- Reward and compensation professionals designing pay, benefits, and recognition
- Learning and development leaders connecting training to career opportunity
- HR business partners supporting managers and workforce segments
- People analysts evaluating retention drivers and intervention outcomes

The course assumes participants influence reward, development, or retention decisions. It excludes payroll processing, salary benchmarking projects, employment-law advice, course delivery skills, and generic employee engagement surveys.

Learning Objectives

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

- Separate attraction, motivation, performance, and retention objectives
- Diagnose voluntary-turnover drivers by workforce segment
- Map financial and nonfinancial elements of total reward
- Connect training, career development, and internal mobility to retention evidence
- Design fair, affordable, and targeted reward-development interventions
- Prepare managers to explain reward and support development choices
- Measure retention outcomes, cost, employee response, and unintended effects



Course Agenda

Day 1: Retention Evidence and Segmentation

- Turnover and Retention Definition Dictionary
- Voluntary-Turnover Driver Diagnostic
- Critical Workforce Segment Map
- Employee Preference and Stay Evidence Review
- Retention Materiality and Cost Baseline

Day 2: Remuneration and Total Reward

- Base Pay, Benefits, and Variable Reward Map
- External Competitiveness and Internal Equity Check
- Recognition and Nonfinancial Reward Portfolio
- Total Reward Communication Review
- Reward Risk, Affordability, and Governance Controls

Day 3: Training, Careers, and Mobility

- Capability Gap to Learning Pathway Map
- Career Development Retention Architecture
- Internal Mobility and Opportunity Marketplace
- Manager Development Conversation Guide
- Training Access, Completion, and Application Controls

Day 4: Integrated Retention Intervention Design

- Reward and Development Value Proposition Canvas
- Target Population and Eligibility Rules
- Retention Intervention Hypothesis
- Fairness, Inclusion, and Employee Choice Review
- Pilot, Cost, Communication, and Decision Plan

Day 5: Measurement and Governance

- Leading and Outcome Measure Chain
- Retention, Mobility, Learning, and Reward Dashboard
- Cost, Benefit, and Unintended-Effect Review
- Continue, Adapt, Scale, or Stop Decision Rule
- Capstone Exercise: Integrated Reward and Development Retention Plan



Practical Exercises

- Diagnose why a priority workforce segment may leave
- Compare pay, benefits, recognition, flexibility, career, and learning levers
- Design a development pathway tied to visible internal opportunity
- Test eligibility and fairness in a targeted retention intervention
- Review evidence and decide whether to adapt or scale a pilot

Course Outputs

- Retention Driver and Workforce Segment Profile
- Total Reward Retention Portfolio
- Training, Career, and Mobility Pathway
- Retention Pilot and Measurement Pack
- Integrated Reward and Development Retention Plan

FAQs

Does higher pay always improve retention?

Competitive and fair pay can remove a reason to leave, but retention also depends on benefits, work quality, recognition, manager behavior, flexibility, career opportunity, development, purpose, and individual circumstances. Evidence should determine the mix.

How should training support employee retention?

Training supports retention when it addresses valued capability needs, is accessible, leads to applied work, connects to credible career or mobility opportunities, and receives manager support. Attendance alone is not a retention outcome.

What is a total rewards retention strategy?

A total rewards retention strategy coordinates pay, benefits, wellbeing, recognition, flexibility, development, career opportunity, and communication for defined workforce segments while controlling equity, cost, and governance.

How can organizations maintain reward fairness?

Organizations should use clear eligibility criteria, job and market evidence, internal equity checks, documented decisions, consistent administration, employee communication, manager guidance, and regular outcome reviews.



Which measures show whether the intervention works?

Measures may include retention and unwanted attrition, internal mobility, learning application, career movement, reward understanding, manager follow-through, employee preference signals, cost, representation, and unintended effects.

Conclusion

Participants leave with an Integrated Reward and Development Retention Plan for a defined workforce segment. The plan connects evidence to remuneration, benefits, recognition, training, career development, mobility, manager action, communication, measures, and governance so that retention investment can be evaluated rather than assumed.