

Advanced Compensation and Benefits MasterClass

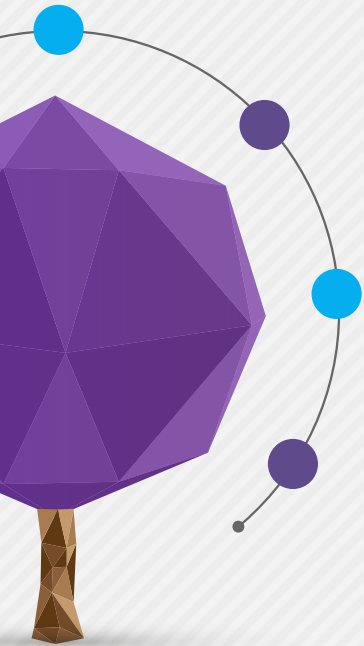
A very practical training to learn about advanced compensation techniques.

Robert Mosley



LEARNING OBJECTIVES:

- **Increase** your business performance and employee effectiveness by developing a clear job grading structure that correctly values the responsibilities and contributions of each job to determine the correct grade for each job in your organization.
- **Increase** your business performance and employee effectiveness through implementing advanced compensation and reward systems that attract, retain and motivate staff
- **Discover** practical steps for implementing a range of advanced compensation techniques including advanced methods of market pay benchmarking, and advanced tools for managing pay-for-performance.
- **Develop** solutions for your own compensation and reward issues and challenges based upon practical case studies and interactive course and clinic discussions
- **Network** with your fellow course delegates and course tutor to discuss practical issues related to compensation and reward management that will help you in your workplace





MASTERCLASS INTRODUCTION

With many markets in the region gearing up for continued post-recession business growth, many employers are facing a challenge of aligning compensation and benefits practices with business strategies, and the challenge of implementing advanced compensation techniques that improve the relationship between compensation and employee performance and business results. Potentially uncontrolled business growth poses a new set of risks and challenges that rewards professionals have to plan and prepare for to avoid the pitfalls of pre-recession practices.

The module on “Advanced Pay Benchmarking and Remuneration Design” (day 1) will provide a detailed understanding of the latest advanced best-practice approaches for designing the total remuneration packages for each grade, and benchmarking the remuneration design against an external pay market strategy and market data. This course will give practical guidance to enable you to design and implement your own plans using advanced excel spreadsheets for building a total remuneration benchmark, and achieving better business results through a more effective approach to pay benchmarking and designing compensation plans.

The module on “Pay-for-Performance” (day 2) will provide a detailed knowledge of how to equip yourself with the key C&B skills to motivate employees and reward their performance, and get a better understanding of the latest best-practice approaches for key compensation and reward practices geared towards pay-for-performance. The module will explain how to manage performance ratings and how to analyse the distribution curve of performance ratings, and if necessary how to use the new approach of “snap-ratio” to manage a forced distribution curve of performance ratings. The module will explain in practical detail how to link pay with performance, especially through the annual pay review process and using merit-pay awards.



WHO SHOULD ATTEND

This course is designed for everyone who requires an in-depth advanced knowledge of working with and managing salary structures and compensation and reward issues, including both HR generalists and C&B specialists and all professionals who work in HR at all career levels and all specialists who work in Compensation and Benefits, at both an “intermediate” and “advanced” level.

The participants should already have practical knowledge and working experience of working with the main “fundamentals” of managing compensation including knowledge about Pay Strategy, Grade Structures, Market Pay Levels and Benchmarking, Designing Payscales and Salary Structures, Calculating Compa-Ratios, and simple Payscale Formulae (such as the single-step approach of 80%-120% for min-max pay ranges).



Meet Your International Expert Course Director:

Robert Mosley

**Global Remuneration Expert and HR Consultant
CEO of Lemon Pip Consulting Limited UK,
Middle East and Asia**

Robert Mosley is widely recognised in many industries and many countries as one of the leading global experts on compensation and benefits, and is also a leading expert in the more general field of human resources and performance management. His main areas of expertise and specialism are in the fields of job analysis, job descriptions, job evaluation, grading schemes, pay structures, allowances, bonuses and incentives, industrial relations and collective agreements, e-HR systems, performance management, performance appraisals, and all issues on compensation and benefits globally, especially in Europe and the GCC and Asia having worked in these regions for over 30 years.

Robert was born and educated in London, the UK, and he graduated with a MA masters degree in Mathematics from Oxford University (in UK) in 1983, and then obtained his MBA masters degree in business studies from London Business School (in the UK) and Chicago Business School (in the USA) in 1985. He then became a member of the Chartered Institute of Personnel and Development (in UK) with an FCIPD qualification, after deciding to focus on HR.

Robert has over 30 years of experience in HR and C&B, and he developed a detailed interest in compensation and benefits when he was employed by Hay Group (Hay Management Consultants) in the UK and UAE from 1985-1990, during which time he became a recognised expert on HR issues in several industries, and did HR consulting work in over 20 countries in Europe and Asia, mainly in the areas of compensation and total rewards. On leaving Hay Group, he joined Emirates Group and Emirates Airline based in Dubai where he worked for 13 years from 1990-2003 and he was promoted to SVP Human Resources with over 22,000 employees in 60 countries. At all times, Robert kept a detailed hands-on role on all remuneration policies globally, and on all general HR policies and procedures. In 2003, Robert left Emirates Group to establish his own consulting business focusing on HR and C&B called Lemon Pip Consulting Limited, and over the past six years he has developed a very successful specialist consulting practice with over 200 clients. His two main areas of specialism are working with clients in Europe and the Middle East regions, and in the global aviation industry.

Robert was awarded the “Global Human Resources Leadership Award” in February 2017 by the “World HR Congress” to recognize his global “guru” status and his iconic work in the field of compensation.

COURSE METHODOLOGY

This course will provide you with the latest best-practice advanced compensation techniques and you will have an opportunity to discuss and test various ideas and to establish what may work for your company. You will be given access to various tools and techniques, as well as information on the latest advanced trends and developments.

CASE STUDIES

This course will include the following case studies designed around various different companies based in Austria and the European region:

- The “Golden Triangle” of Managing Reward and the impact of motivation and retention
- Key features of performance management and appraisal systems if C&B is to be successful
- Learn how to balance short-term financial constraints with long-term retention imperatives
- Learn how to design sales incentive plans (SIPs) that are linked with sales performance
- Learn how to adopt traditional pay review plans to be more selective on pay-for-performance
- Explore the compensation tools that can be used to retain and motivate top-performers





DAY1

Advanced Pay Benchmarking and Total Remuneration Design



09:00

Introduction and Recap on Fundamentals

- The golden triangle of Reward Management (jobs, people and performance, and pay markets)
- Recap on the main "Fundamental Elements" of Managing Compensation and Pay Structures:
 - The various calculation formulae for determining minimum-midpoint-maximum
 - The single-step approach (80%-120%) and the double-step approach (70%-130%)

Advanced Pay Market Benchmarking

- The four necessary ingredients for successful remuneration design:
 - Pay Strategy
 - Grade Structure
 - Market Data
 - Number of Months

10:30



COFFEE BREAK

11:00

Ingredient - 1 of Pay Strategy

- Understanding the key Definitions, Statistics, and Modern Approaches
- Setting a Pay Strategy and Strategic Alignment Between Business Strategy and Pay Strategy

Ingredient - 2 of Grade Structure

- The role of job evaluation and the main job evaluation systems
- Building the grade structure and determining how many grades
- Understanding "single-step" and "double-step" grades
- The new trend back towards more grades to both manage costs and improve employee careers

12:30



LUNCH BREAK

13:30

Ingredient - 3 of Market Data

- Understanding different types of market pay surveys and definitions
- Knowing how to interpret and utilise external pay market survey data and pay surveys
- Using salary surveys and market pay benchmarking tools in salary structure design

Ingredient - 4 of Months

- Are you designing for 12 or 13 or 14 guaranteed months (plus variable bonuses/incentives)

15:00



COFFEE BREAK

15:30

Benchmarking on "Total Cash Package" and on Each Component (Salary, Bonus, Allowances, etc)

- Bringing all 4-ingredients together to design remuneration structures
- Practical exercise on building a spreadsheet to analyse "total remuneration" for benchmarking
- Benchmarking on "total cash package" and on each component (salary, bonus, allowances)

Managing Market Pay Premium

- Different options for managing "pay premium" for specialist roles:
 - Adjusted basic salary payscale or specialist grades with dedicated payscales
 - Additional skills premium allowance or market allowance
 - Using ranges-within-ranges or using restrictive compa-ratio ranges
- Advanced concepts for managing salary structures and advanced design of payscales
- Managing "Narrow-Bands" and "Broad-Bands" and "Ranges-within-Range"

17:00



END OF DAY 1





DAY2

Advanced Techniques on Pay-for-Performance (P4P)

09:00

Advanced Concepts for Pay for Performance (P4P)

- What motivates and retains an employee?

Managing Performance Ratings and Performance Distribution Curves:

- Current best-practice approaches to performance appraisal rating scales
- How many points should you have in your performance appraisal rating scale
- What words should you use to describe each appraisal rating point
- The balancing act of objectives/KPIs and competencies/behaviours in the overall appraisal rating
- Using forced distribution curves of appraisal ratings
- Understanding and managing the “snap-ratio” of the distribution curve
- Adjusting the distribution curve of employee ratings to reflect company results
- Knowing when managers have been too generous or too mean with their appraisal ratings
- The pros and cons of the “bell curve”
- Modern trends on annual appraisal meetings and monthly informal 1:1 discussions
- Practical solutions for managing a forced distribution curve of appraisal ratings

10:30



COFFEE BREAK

11:00

Managing the Annual Merit-Pay Review Process and Linking Pay Reviews with Performance:

- Conducting and managing the annual pay review process (both fixed-pay and merit-pay)
- Linking merit-pay and annual pay reviews to individual employee performance
- Rewarding performance within basic salary increases and merit pay reviews
- Rainbow curves to manage pay-for-performance and using an advanced merit-matrix
- Balancing the annual pay review budget and calibrating manager ratings and merit increases
- The optimal timetable to use pay to support performance management

12:30



LUNCH BREAK

13:30

Knowing if Employees are Correctly Paid

- Managing an annual pay review process and managing progression through a pay range
- Managing compa-ratios and using compa-ratio progression guidelines

15:00



COFFEE BREAK

15:30

Managing Retention Programmes to Retain Top Performers:

- What is a retention programme in both a risk and non-risk context?
 - Why have retention plans linked to talent management and key employee plans?
 - Identifying the most appropriate retention schemes for your company
 - Types of retention plans and the typical costs of retention schemes
 - Using various 9-box techniques for identifying talent and key retention employees
 - Linking pay-for-performance with talent management into 3-year retention plans

17:00



END OF DAY 2



● Upcoming Conferences

FINANCIAL EVENTS

- Advanced RBA MasterClass **September 2020**
- IFRS9 MasterClass **September 2020**
- Initial Margin Regulation MasterClass **October 2020**
- Digitalization in Banking **October 2020**
- PSD2 MasterClass **October 2020**
- Internal Audit Summit 2021 **March 2021**
- 7th Annual Credit Risk Management Forum **May 2021**
- 9th Annual Retail and Corporate Payments Forum (BizPay 9.0) **September 2021**

PHARMACEUTICAL EVENTS

- CMC Biopharma 2.0 MasterClass **July 2020**
- Development of generics: From R&D to GMP MasterClass **July 2020**
- Risk and Pharmacovigilance MasterClass **July 2020**
- LifeScience Micro MBA MasterClass **August 2020**
- Signal and Risk Management in Pharmacovigilance MasterClass **November 2020**
- Digitalization in Pharma 2021 **March 2021**

HEALTH AND SAFETY EVENTS

- Advanced Human Error MasterClass **August 2020**
- European HSE Management Forum 5.0 **October 2020**
- MBA for HSE Practioners MasterClass **November 2020**
- HSE360 Summit 2021 **February 2021**
- European HSE Management Forum 6.0 **September 2021**

HUMAN RESOURCES EVENTS

- Sales Incentive Plans MasterClass **August 2020**
- Advanced Compensation and Benefit MasterClass **September 2020**
- Personal Effectiveness Tools MasterClass **September 2020**
- Agility in HR **October 2020**
- 15th HR Minds TalentON Forum **October 2020**
- Advanced Organisation Design MasterClass **November 2021**
- HR Minds Forum **September 2021**

CROSS INDUSTRY EVENTS

- Women in Leadership Summit **September 2020**
- Machine Learning MasterClass **September 2020**
- Climate Risk Financing MasterClass **September 2020**
- Coaching MasterClass **October 2020**
- Situational Leadership MasterClass **November 2020**
- Audit Summit 2020 **March 2021**
- Agile Workplace Design Forum **May 2021**
- Supply Chain Management Forum **May 2021**

● ● About GLC

Global Leading Conferences (GLC) is an industry leader in the field of business intelligence. We provide interactive & impactful business platforms and networking opportunities for senior level executives by bringing them together for B2B Conferences, Global Summits, Training & Workshops. Being customer focused and having our client's priorities at the forefront, are amongst our core values and is of high importance to the way we operate our business.

Our passion for customer satisfaction and results, drive us to work with industry experts closely - who fully understand their peers interests and day-to-day challenges - in order to deliver the most impactful events. We are specialized in industries such as; Pharmaceutical, Banking & Finance, Energy, Oil & Gas, IT & Communication, Sales & Marketing, Law and Human Resources.

Our commitment is to deliver the latest information to our clients, while maintaining highest quality and standards. By attending GLC events your company will be able to apply advanced strategies to your operations, gain the latest know-how's and benchmark yourself higher against the competition while enjoying a 5 star environment.

GLC'S CUSTOM IN-HOUSE TRAININGS

Bring the most experienced industry leaders and professionals right into your company. Maximize the learning possibilities by providing your employees unique learning experience without being out of office for several days. Our In-House trainings are customized to your needs and focused on specific issues your employees need to understand and solve.

Contact us for more information and request your custom-made
In-House Training.

booking@glceurope.com



Registration Form

Advanced Compensation and Benefits MasterClass
02-03 September, 2020, Online MasterClass

PLEASE COMPLETE THIS FORM AND SEND BACK TO

FAX: +36 1 848 0520 or E-mail: **booking@glceurope.com**

You are able to type the required details by clicking on the text fields.
However you are required to place your handwritten signature at the required 2 fields after printing document.

COMPANY DETAILS

Company name: _____
VAT Number: _____
(VAT NO for EU members / TAX NO for non EU members)
Contact person: _____
Postal code: _____
Address: _____
City: _____
Country: _____
Email: _____
Phone: _____

PAYMENT METHOD

Visa Eurocard/Mastercard JCB AmEx Invoice
Card Billing Address:
Street: _____
City: _____
Post/Zip Code: _____
Card Holder's Name: _____
Card Holder's Signature: _____
Card Number:

Visa CVC Number or Eurocard/Mastercard CVV Number
(last 3 digits on the back of the card)

Valid from: / Expiry Date: /

I agree to Global Leading Conferences Kft.'s Terms and Conditions and Global Leading Conferences Kft. debiting my card.

REGISTRATION DETAILS

Please write in CAPITAL LETTERS!

Ms Mrs Mr Surname: _____
Name: _____
Job Title: _____
E-mail: _____
Ms Mrs Mr Surname: _____
Name: _____
Job Title: _____
E-mail: _____
Ms Mrs Mr Surname: _____
Name: _____
Job Title: _____
E-mail: _____

PLEASE SIGN HERE*

Name: _____
Date: _____
Signature: _____

Booking is invalid without a signature!

*Your signature above indicates that you have read, understand, and agree with the GLC Europe's general [Terms & Conditions](#) and the [GDPR](#) terms.

CONFERENCE FEE

Attendance Fee - ~~€1998~~ - **50%**
€ 999 per delegate*
22 EUR administration charge will be applied

Get the recording of the event for an additional 200 €



GLC is supporting [Water.org](#) to provide access to safe water and sanitation for people in the developing world.
Part of your investment will be donated for this cause.