



agiledynamics

BRINGING PEOPLE, ORGANIZATION AND TECHNOLOGY TOGETHER



# STRATEGIC **TOTAL REWARDS**

**AN APPROACH TO STRATEGY  
DEVELOPMENT AND DELIVERY**

Designing and implementing  
a reward strategy across the  
organisation

# Course Outline

This course aims to provide a broad understanding of total reward policy, philosophy and practices that are coherently designed to align with an organization's culture, structure and work processes, in order to best deliver its strategic objectives.



**Interactive  
learning  
modebility  
for the best  
outcomes**

Designing and implementing a total rewards strategy requires a large-scale approach that drives organizational change

The course covers the difference between the total rewards programs of today's organizations and those of the past focusing on core compensation programs, such as base pay, short-term incentives, and long-term incentives, whilst also considering non-financial elements of reward, that all go to significantly influence the Employer's Value Proposition.

Course participants will learn concepts of best pay practices, pay alignment and the effective linkage of reward to performance management, as well as optimizing the non-financial elements of reward to ensure an effective Total Reward Strategy. In addition, students will gain insight into the smarter use of pay benchmark data and systems, compensation strategy for special groups, international compensation for expatriates, as well as government and union influences on reward practices.

At the end of this course, you should understand the total rewards programs design strategy, and how your organization can better use its finite resources to attract, retain, motivate, and engage the talent it needs to deliver its strategic goals and objectives.

# Program Impact

Strategic Total Rewards course takes a long-term approach to how an organization's reward policies and practices can support its business objectives. The concept of 'total' reward covers all aspects of work that employees value, both tangible and intangible, and may form part of an overall reward strategy.



- Illustrate the impact of reward policy choices at the organizational level
- Making sense of and optimizing the use of salary surveys
- Delivering a total rewards strategy
- Designing pay structures and pay progression arrangements that ensure that the values, behaviours, performances and attitudes that the business needs to be successful are rewarded and recognised
- Positioning variable earnings carefully against basic pay to encourage appropriate employee performances
- Drive employee engagement through reward
- Future proof strategic planning
- Examine the impact of government policy, market forces and union roles in total reward design and management
- Consider the impact of Covid-19 on Total Reward Strategy in the era of the "new normal"

## Who is this for?

Knowing what is required for an effective total rewards strategy will set you apart as a human resources professional. In this course, you will learn how to design and implement a total rewards program that meets your organization's specific needs and includes an ideal mix of rewards.

This course is designed for professionals who want a basic overview of the components that can create an effective balance in employee rewards tools. This includes professionals new to human resources, HR generalists and line managers.

## Key course takeaways

**After attending and participating in this course, you will be better able to:**

- Recommend strategic objectives for total reward design and management
- Understand pay equity concepts and approaches
- Judge the outcomes required from various strategic pay considerations at the organizational level
- Contrast concepts like best pay system, internal pay alignment, pay benchmarking, and performance based pay
- Drive organizational performance through effective variable pay regimes



We take pride in the ability to customize our training to fit your specific needs

#### TRAINING FORMAT

- 100% online, instructor-led.
- Our courses are expressly designed to fit the lives of busy professionals like you.

#### CERTIFICATION

- Exams are managed by SHRM, it is responsible for the certification process and controls the best practices in it.

#### FEES

- US\$1,900 + VAT
- For information regarding payment terms, cancellation rights, transfer policies and fees, please contact us.

### Meet The Trainer

**Christopher Page** brings Christopher Page has over 20 years experience in HR consulting across Europe, Middle East and Africa ("MEA"). Prior to Agile Dynamics, Christopher was the CEO for AON's MEA region HR consulting business. He also led Mercer's HR consulting business in the Middle East.

In his roles, Christopher was responsible for designing and executing critical HR programs essential for effective business transformation and which drove sustainable change on a behavioral, cultural and organizational level. He has significant expertise with executive remuneration which means he has significant experience engaging and working effectively with client key stakeholders at a C suite and Board level.

### Get in Touch

With our training, you and your group will have a common language and the skills necessary to take on the challenging projects you face every day.

Yours truly,

**Milos Gasic, Director of Growth, Agile Dynamics**

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