

ADVANCED COMPENSATION AND TOTAL REWARDS STRATEGY



GENTEX[®]
TRAINING CENTER



Introduction

The Advanced Compensation and Total Rewards Strategy Training Course prepares HR leaders to build reward frameworks that support long-term business success. A well-designed total rewards strategy links pay, benefits, recognition, and career growth into one coherent employee value proposition. This course explores how organizations align compensation philosophy with business strategy, workforce planning, and talent retention goals. Participants examine global reward models, executive compensation governance, and pay-for-performance frameworks used by leading employers. Furthermore, the course addresses how HR leaders can use data and benchmarking to guide strategic reward decisions. As a result, learners gain the confidence to design reward strategies that strengthen employer branding and business performance. By the end, participants will apply proven total rewards frameworks at the organizational level.

Advanced Compensation and Total Rewards Strategy Course Objectives

- Design a total rewards philosophy aligned with organizational strategy
- Apply the WorldatWork Total Rewards Model to structure reward programs
- Build pay-for-performance frameworks linked to business outcomes
- Develop executive compensation governance and disclosure practices
- Use workforce analytics to guide long-term reward planning
- Align global compensation strategies across multiple markets
- Build an employee value proposition that strengthens retention
- Assess the return on investment of total rewards programs
- Integrate recognition and career development into reward strategy
- Present total rewards strategy proposals to senior leadership



Course Methodology

- Interactive lectures covering total rewards theory and strategic alignment
- Case study analysis of organizations with mature total rewards programs
- Hands-on workshops applying the WorldatWork Total Rewards Model
- Group exercises building pay-for-performance and governance frameworks
- Practical templates for employee value proposition statements
- Peer feedback sessions on total rewards strategy proposals

Who Should Take This Course

- HR directors and heads of total rewards
- Compensation and benefits strategy leaders
- Talent management and retention professionals
- C-suite executives overseeing workforce strategy
- HR business partners advising on reward decisions
- Consultants designing organizational reward frameworks

Advanced Compensation and Total Rewards Strategy Course Outlines

Day 1: Foundations of Total Rewards Strategy

- Define total rewards and its link to business strategy
- Introduce the WorldatWork Total Rewards Model
- Explore the components of an employee value proposition
- Identify how reward strategy supports talent retention

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Review global trends shaping total rewards practices
- Assess organizational readiness for strategic reward change
- Align total rewards philosophy with company values

Day 2: Pay-for-Performance and Governance Frameworks

- Design pay-for-performance frameworks linked to business goals
- Build executive compensation governance structures
- Apply disclosure standards for executive pay practices
- Align performance metrics with reward program design
- Address governance risks in performance-based pay
- Review board-level oversight of compensation decisions
- Evaluate case studies of effective governance frameworks

Day 3: Strategic Benchmarking and Workforce Analytics

- Use workforce analytics to guide reward strategy decisions
- Apply predictive analytics to compensation planning
- Benchmark reward programs against industry competitors
- Assess the return on investment of reward initiatives
- Build dashboards to monitor total rewards effectiveness
- Interpret compensation data to support leadership decisions
- Identify emerging risks in workforce reward planning





Day 4: Global and Multi-Market Reward Strategy

- Align compensation strategies across multiple markets
- Address currency, tax, and regulatory differences in global pay
- Design mobility and expatriate compensation policies
- Balance global consistency with local market competitiveness
- Apply global job leveling frameworks for consistency
- Manage cultural considerations in total rewards design
- Review case studies of successful global reward strategies

Day 5: Recognition, Career Growth, and Strategic Communication

- Integrate recognition programs into total rewards strategy
- Align career development opportunities with reward planning
- Build communication plans to promote reward program value
- Train leaders to discuss total rewards with employees
- Present total rewards strategy proposals to senior leadership
- Develop an implementation roadmap for reward strategy change
- Summarize key takeaways and next steps



Conclusion

By successfully completing the Advanced Compensation and Total Rewards Strategy, participants will gain practical knowledge of total rewards design, pay-for-performance frameworks, and executive compensation governance. They will also acquire the skills to align global reward strategies with business objectives using data-driven benchmarking. Furthermore, participants will understand how to communicate reward strategies effectively to leadership and employees. Gentex Training Center's Advanced Compensation and Total Rewards Strategy Training Course prepares HR leaders to design reward systems that drive long-term organizational success.

FAQs

Q1 What is the "Advanced Compensation and Total Rewards Strategy" course about?

This course explains how HR leaders design total rewards strategies that align pay, benefits, and recognition with business goals. It focuses on frameworks that connect compensation decisions to organizational strategy, workforce planning, and long-term talent retention.

Q2 What are the key benefits of the "Advanced Compensation and Total Rewards Strategy" course?

Participants gain the ability to design strategic reward frameworks, strengthen governance over executive pay, and improve employee retention through a clear value proposition. The course also builds confidence in presenting reward strategies to senior leadership.



Q3 What skills will I gain from the "Advanced Compensation and Total Rewards Strategy" course?

Learners develop skills in total rewards design, pay-for-performance framework building, executive compensation governance, and workforce analytics. These four core skills allow HR leaders to align reward strategy with long-term organizational performance goals.

Q4 What tools, methods, or standards are covered in the "Advanced Compensation and Total Rewards Strategy" course?

The course covers the WorldatWork Total Rewards Model, executive compensation governance standards, workforce analytics dashboards, and global job leveling frameworks. Participants also explore benchmarking methods used to evaluate total rewards program effectiveness.

Q5 How is the "Advanced Compensation and Total Rewards Strategy" course applied in real-world practice?

Participants apply course concepts by building pay-for-performance frameworks, drafting employee value proposition statements, and designing global reward strategies. These exercises prepare learners to present total rewards proposals and lead strategy implementation within their organizations.