

Human Resources Management

HUMAN RESOURCES

SKILLS

TRAINING

Advance techniques in Benefits and Compensation

- Location: London
- Date: From 27/1/2025 To 31/1/2025
- Investment: \$5950 (Excluding VAT)



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ACADEMY


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Course Introduction

Advanced Techniques in Benefits and Compensation is a 5-day intensive course designed to equip HR professionals and compensation specialists with the knowledge and skills to develop and implement cutting-edge compensation and benefits strategies. This course will delve into advanced topics such as executive compensation, global compensation, and emerging trends in the field.

Training Method

- Pre-assessment
 - Live group instruction
 - Use of real-world examples, case studies and exercises
 - Interactive participation and discussion
 - Power point presentation, LCD and flip chart
 - Group activities and tests
 - Each participant receives a binder containing a copy of the presentation
 - slides and handouts
 - Post-assessment
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Course Objectives

Upon completion of this course, participants will be able to:

- Understand advanced compensation theories: including equity theory, expectancy theory, and agency theory.
- Develop effective compensation strategies: that align with organizational goals and attract and retain top talent.
- Design and implement executive compensation plans: including base salary, short-term and long-term incentives.
- Navigate global compensation challenges: such as currency exchange rates, tax implications, and cultural differences.
- Utilize advanced analytics: to make data-driven decisions in compensation and benefits.
- Stay updated on emerging trends: in compensation and benefits, such as remote work, gig economy, and employee well-being.

Who Should Attend?

This course is suitable for:

- HR professionals
 - Compensation specialists
 - Benefits managers
 - HR generalists
 - Executives and managers involved in HR decision-making
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Course Outline

Day 1: Advanced Compensation Theories and Practices

- Equity Theory:
 - o Understanding employee perceptions of fairness
 - o Designing equitable compensation systems
- Expectancy Theory:
 - o Motivating employees through rewards and incentives
 - o Linking performance to compensation
- Agency Theory:
 - o Aligning the interests of principals and agents
 - o Designing effective incentive plans

Day 2: Executive Compensation

- Executive Compensation Design:
 - o Base salary, bonuses, and long-term incentives
 - o Performance metrics and key performance indicators (KPIs)
 - o Executive compensation benchmarking
- Executive Perquisites and Benefits:
 - o Executive perks and benefits packages
 - o Tax implications of executive compensation
- Board Compensation:
 - o Board compensation structures and practices
 - o Board performance evaluation and incentives

Day 3: Automation and AI in HR

- Global Compensation Strategies:
 - o Developing global compensation policies and practices
 - o Equal pay and equity considerations
 - o International taxation and social security
- Expatriate Compensation:
 - o Base salary, allowances, and benefits
 - o Currency exchange and tax equalization
 - o Repatriation packages

Course Outline

Day 4: Data Analytics and Emerging Trends in Compensation

- Data-Driven Compensation:
 - o Using data analytics to inform compensation decisions
 - o Predictive analytics and machine learning in compensation
- Emerging Trends in Compensation:
 - o Total rewards and well-being programs
 - o Flexible work arrangements and remote work compensation
 - o Gig economy compensation

Day 5: Legal and Ethical Considerations in Compensation

- Equal Pay and Discrimination Laws:
 - o Compliance with equal pay and anti-discrimination laws
 - o Pay equity audits
- Ethical Considerations in Compensation:
 - o Transparency and fairness
 - o Avoiding conflicts of interest
 - o Ethical leadership in compensation

Registration & Payment

Complete & Mail to London Royal Academy or email
registration@londonra.com

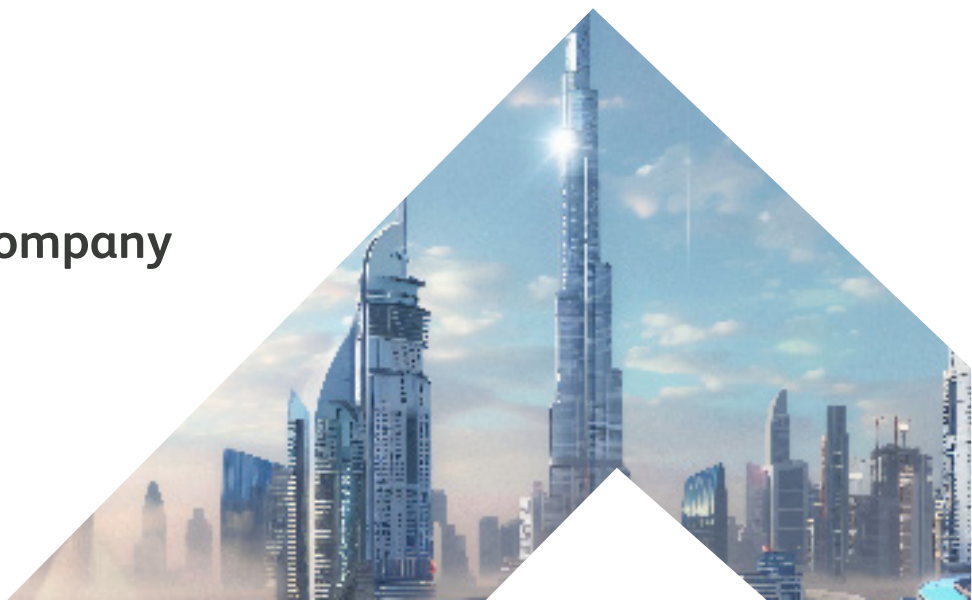


Registration Form

- Full Name (Mr / Ms / Dr / Eng)
- Position
- Telephone / Mobile
- Personal E-Mail
- Official E-Mail
- Company Name
- Address
- City / Country

Payment Options

- Please invoice me
- Please invoice my company





Terms & Conditions

Complete & Mail to London Royal Academy or email
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Cancellation and Refund Policy

Delegates have 14 days from the date of booking to cancel and receive a full refund or transfer to another date free of charge. If less than 14 days' notice is given, then we will be unable to refund or cancel the booking unless on medical grounds. For more details about the Cancellation and Refund policy, please visit www.londonra.com/terms-and-conditions/

Registration & Payment

Please complete the registration form on the course page & return it to us indicating your preferred mode of payment. For further information, please get in touch with us

Course Materials

The course material, prepared by the LRA, will be digital and delivered to candidates by email

Certificates

Accredited Certificate of Completion will be issued to those who attend & successfully complete the programme.

Travel and Transport

We are committed to picking up and dropping off the participants from the airport to the hotel and back.



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OUR PARTNERS



THANK YOU

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