

# Compensation and Benefits: Unlock the Power of Total Rewards

<b>Intended Audience</b>	Early-Career, Mid-Level	<b>Delivery Options</b>	<ul style="list-style-type: none"> <li>• 2-Day In-Person (Onsite or Seminar)</li> <li>• 5-Week Virtual</li> </ul>
<b>HR Competencies</b>	<ul style="list-style-type: none"> <li>• Business Acumen</li> <li>• Analytical Aptitude</li> <li>• Relationship Management</li> <li>• Consultation</li> <li>• HR Expertise (HR Knowledge)</li> </ul>	<b>Recertification*</b>	SHRM: 15 PDCs

## Program Overview

When you are equipped with a comprehensive understanding of compensation, benefits and lifestyle rewards, you're able to harness the transformative potential of an innovative, flexible and effective total rewards strategy. By strategically aligning rewards with employees' needs and the organization's priorities, you will not only position your organization as a formidable contender in attracting and retaining top-tier talent, but also foster an environment where employees can truly flourish—ultimately driving positive impacts to your organization's bottom line.

Join us for this program, where you'll delve deep into the world of total rewards, equipping yourself with a holistic understanding of compensation, benefits and the employee experience. Unleash your potential to craft a unique and effective rewards strategy that benefits both your organization and your employees.

## Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Discuss what a total rewards program is, why it is important, who it impacts and what it includes.
- Evaluate how the components of a compensation strategy and program can be used to drive change.
- Explore and evaluate a broader range of benefits that can be used to create a powerful total rewards plan.
- Design an innovative total rewards package with the right combination of compensation and benefits to mutually benefit the organization and its employees.
- Develop an effective total rewards communication strategy that both attracts talent to your organization and engages your current workforce.

\*Visit <https://www.shrm.org/credentials/certification/recertification> for the most up-to-date recertification credit details.

## Program Modules

This program includes the following modules:

- Module 1: Introduction
  - Program Overview
- Module 2: Total Rewards Overview
  - Total Rewards Defined
  - SHRM Total Rewards Model
  - Total Rewards Philosophy
- Module 3: Compensation
  - Compensation Regulatory Environment
  - Types of Compensation
  - Defining a Pay Strategy
  - Defining a Pay Structure
  - Building a Market-Based Pay Structure
  - Bonus and Incentive Programs
  - Understanding the Cost of Your Compensation Program
- Module 4: Benefits
  - Budgetary Significance of Benefits
  - Benefits Regulatory Environment
  - Common Benefits
  - Enhanced Benefits
  - Developing a Benefits Strategy
  - Working with a Benefits Broker
  - Understanding the Costs of Your Benefits Program
- Module 5: Experience
  - Inclusion
  - Recognition
  - Well-Being
  - Flexibility
  - Community Impact
- Module 6: Creating a Total Rewards Program
  - Total Rewards Implementation Process
    - Step 1: Assess
    - Step 2: Design
    - Step 3: Implement
    - Step 4: Evaluate
- Module 7: Conclusion
  - Program Review
  - Program Follow-Up