



An Intensive 5-Day Training Course

Compensation and Benefits Professional (CBP)

Integrating Total Rewards with Business Strategy



PROGRAMME SUMMARY

The training course covers essential skills such as communicating and presenting Total Rewards persuasively via facts and figures that matter. There is also the development of business acumen and agility to align with business strategy. This allows you to develop deeper strategic relationships with those around you. This is crucial towards inspiring team members to achieve organizational goals and influencing individuals to support the team direction.

Date	Venue	Fee(\$)
25 - 29 Dec 2022	Dubai	US\$ 4,950

INTRODUCTION

Compensation is a key element of a Total Rewards strategy. The Compensation and Benefits Professional (CBP) designation is understood as a mark of expertise and excellence in the fundamentals of compensation. Gain the requisite best practices knowledge and skill required to design and implement Total Rewards Tailor-Made for your Organization. Knowing what is required for an effective total rewards strategy will set you apart as a strategic human resource professional.

Possessing the Compensation and Benefits Professional certificate gives you an edge in today's competitive world signifying that you have the expertise to excel in your field. It gives you, and your employer, confidence in your job skills. This EuroMaTech Training workshop demonstrates that you will gain essential knowledge about integrating compensation programs with business strategy, designing and administering base and variable pay programs, complying with legal and regulatory requirements, and effectively communicating compensation information.

Participants attending the Compensation and Benefits Professional training course will develop the following competencies:

- Deciding and initiating action on key total rewards
- Working with all stakeholders for strategic alignment
- Relating and networking for results
- Presenting and communicating for impact
- Business Acumen aligned with business strategy
- Critical and Analytical thinking

Virtual
learning service
available



TRAINING METHODOLOGY

This training course will combine presentations with interactive practical exercises, supported by video materials, activities and case studies. Delegates will be encouraged to participate actively in relating the principles of rewards management to the particular needs of their workplace.

PROGRAMME OBJECTIVES

This Compensation and Benefits Professional training course aims to enable participants to achieve the following objectives:

- Define and demonstrate understanding of the importance of compensation to the overall aims of business strategy
- Gain essential knowledge about integrating compensation programs with business strategy
- Design a comprehensive compensation system
- Discern the difference and list the benefits of job analysis and evaluation
- Assess and provide advice on regional compensation practices
- Design and administer base and variable pay program
- Effectively communicate compensation information

In-house Training

EuroMaTech is capable of conducting this training programme exclusively for your delegates. Please e-mail us on inhouse@euromatech.ae for further information and/or to receive a comprehensive proposal.

QUALITY CERTIFICATIONS & ACCREDITATIONS



American Welking Society
EDUCATIONAL INSTITUTION MEMBER



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COURSE OUTLINE



Day 1

Benefits of Total Rewards Management

- The Strategy of Total Rewards
- The Fundamentals of Compensation and Benefits
- Importance of Rewards and Recognition
- Alignment of Performance Management with Total Rewards
- Total Rewards and Effective Talent Development
- Understand, evaluate, and articulate the relationship between compensation and business outcomes.

Day 2

Core Competencies of Business Acumen and Quantitative Principles in Compensation Management

- Application of key business acumen skills and behaviours.
- Understanding your business works and recognize the relationship between the compensation plan and the bottom line.
- Application of quantitative and statistical tools for total compensation design and administration.
- Recognizing measurement and the quantitative concepts in HR.
- Understanding the relevant application of various statistical tools.
- Introduction to nominal advanced statistics for decision making, including regression analysis, simulations and projections.

Day 3

Job Analysis and Market pricing

- The standard practice theory of HR job analysis, documentation and evaluation.
- Review of current trends in compensation and job analysis.
- Effective methods of job evaluation including quantitative and market-based approaches.
- Job analysis planning and implementation.
- Common compensation strategies and base pay structure design
- Salary survey data sources and usage coupled with a case study to bring the principles to life.
- The role of market pricing and pay structure as it relates to your organization's business strategy.

Day 4

Pay for Performance

- Identifying the relationship between the organization's business strategy and the total rewards program.
- Understanding key considerations when designing base pay programs.
- Learning what it takes to implement and deliver base pay programs, including monitoring and evaluation.
- Examining pay for performance merit pay systems, including development, utilization and costing.
- Discerning how and when human resources should be involved in mergers and acquisitions.

Day 5

Variable Pay and Strategic Communication

- Learn the rationale for strategically planning a communication campaign.
- Discuss the characteristics of effective communication.
- Review specific total rewards communications considerations and special situations.
- Learn the rationale for strategically planning a communication campaign.
- Identifying common business strategies and objectives for achieving them.
- Aligning variable pay programs with business strategy.
- Examining internal and external factors affecting variable pay plans.
- Evaluate the success of variable pay compensation and benefits plans.

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This fee is inclusive of instruction materials, documentation, lunch, coffee/tea breaks & snack. All Fees are subject to 5% Value Added Tax (VAT).*

Your Details

Name (Mr/Ms):.....
Position:..... Organisation:.....
Address:.....
City / Country:
Telephone: Email:

Mode Of Payment

- Please find enclosed a cheque made payable to EuroMaTech
 Please invoice me
 Please invoice my company as follows:

Contact Name:
Company Name:
Address:.....
Email:

Documentation

High Quality material has been prepared by the Seminar Leader for distribution to delegates.

Certificates

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

Schedule

Our Course timings commences at 08:30 and concludes at 14:00, followed by lunch on a daily basis.

Hotel Accommodation

EuroMaTech has negotiated special rates for a limited number of rooms in the hotel. Early registration will help to secure a room at the reduced rate.

Registration & Payment

Please complete the registration form on this page & return it to us indicating your preferred mode of payment. For Further Information, email us at info@euromatech.ae.

Cancellation Policy

Request for seminar cancellation must be made in writing & received at EuroMaTech three weeks prior to the seminar date. A U.S.\$250/- processing fee will be charged per delegate for each cancellation. Thereafter, we regret that we are unable to refund any fees due, although in such cases we would be happy to welcome a colleague who would substitute for you.

Disclaimer

EuroMaTech reserves the right to alter the content, location of the Seminar, or the identity of the speakers in case of events beyond our control.

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*VAT Announcement: The Government of UAE have introduced Value Added Tax (VAT) on goods and services from 01-January-2018. In compliance with the legislation issued by the UAE Government, we will be applying a 5% VAT on the fees for all our programs and services offered from January 2018 as applicable and stipulated in the FTA circulars.