HR Management · HR291

Strategic Compensation & Benefits Management

Milan (Italy) · 14 - 18 Dec 2026

Date	Venue	Duration
14 - 18 Dec 2026	**Milan (Italy)**	**1 Week**
Fee	Ref	Language
£5,250 GBP	**HR291**	**English**

Introduction

In today’s competitive business environment, compensation and benefits are not just tools for attracting and retaining talent; they are strategic levers that directly impact organisational performance. Strategic Compensation & Benefits Management focuses on aligning reward systems with business goals to enhance productivity, employee satisfaction, and overall company success. This programme delves into the complexities of compensation strategies, from base pay structures and performance incentives to comprehensive benefits plans and global compensation challenges. Participants will gain a deep understanding of how to design, implement, and manage compensation systems that are fair, competitive, and legally compliant while fostering a culture of high performance and engagement. The course emphasises the importance of data-driven decision-making, equity, and adaptability in the face of changing workforce expectations and economic conditions.

Course Objectives of Strategic Compensation & Benefits Management

Upon completing this programme, participants will be able to:

- Understand the key principles of strategic compensation and benefits management.
- Design effective compensation structures aligned with organisational goals.
- Develop performance-based reward systems that drive employee productivity.
- Analyse compensation data to inform strategic HR decisions.
- Navigate legal and regulatory considerations in compensation and benefits.
- Implement global compensation strategies for multinational organisations.
- Optimise employee benefits to enhance retention and engagement.

Course Methodology of Strategic Compensation & Benefits Management

- Lectures and Expert Insights: Leading industry experts will share their insights and best

practices.
- Case Studies: Analyse real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organisational Impact of Strategic Compensation & Benefits Management

This training programme will have a positive impact on organisations by:

- Improved alignment of compensation strategies with business objectives.
- Enhanced employee motivation, performance, and retention.
- Cost-effective management of compensation and benefits budgets.
- Stronger employer branding through competitive and fair reward systems.
- Increased compliance with legal and regulatory standards.
- Better decision-making through data-driven compensation analysis.

Personal Impact of Strategic Compensation & Benefits Management

Participants will experience personal growth and development, including:

- Enhanced strategic thinking and HR leadership capabilities.
- Proficiency in designing and managing complex compensation structures.
- Improved analytical skills for compensation benchmarking and market analysis.
- Greater confidence in handling legal and compliance issues related to rewards.
- Stronger negotiation skills for managing executive and global compensation packages.

Who Should Attend

This training programme is ideal for:

- HR Managers and Directors
- Compensation and Benefits Specialists
- HR Business Partners
- Talent Acquisition and Retention Professionals
- Organisational Development Managers
- Senior Executives involved in strategic HR planning

Course Outlines

Day 1

Foundations of Strategic Compensation

- Introduction to Compensation and Benefits: Definitions and Scope
- The Role of Compensation in Strategic HR Management
- Key Components of a Total Rewards Strategy
- Understanding Internal and External Equity
- Case Study: Evaluating Current Compensation Strategies

Day 2

Designing Effective Compensation Structures

- Job Analysis and Job Evaluation Techniques
- Pay Structures: Salary Bands, Grades, and Market Pricing
- Performance-Based Pay Systems: Bonuses, Commissions, and Incentives
- Equity Compensation Plans: Stock Options and Long-Term Incentives
- Designing a Pay Structure for a Hypothetical Organisation

Day 3

Managing Benefits for Maximum Impact

- Overview of Employee Benefits: Types and Trends
- Designing Flexible Benefits Plans for a Diverse Workforce
- Health, Wellness, and Retirement Benefits Optimisation
- Non-Monetary Rewards and Recognition Programmes
- Developing a Comprehensive Benefits Plan

Day 4

Legal, Compliance, and Global Compensation Challenges

- Legal Frameworks Affecting Compensation and Benefits
- Pay Equity and Anti-Discrimination Regulations
- Global Compensation Management: Challenges and Strategies
- Managing Compensation During Mergers and Acquisitions
- Case Study: Navigating Compliance Issues in Multinational Settings

Day 5

Data-Driven Compensation Strategies and Course Wrap-Up

- Using HR Analytics in Compensation Decision-Making
- Benchmarking and Market Analysis Techniques
- Strategic Planning for Compensation and Benefits
- Best Practices in Communicating Compensation Policies
- Presenting a Strategic Compensation & Benefits Plan
- Course Review, Q&A, and Certificate Distribution

Register or ask about this course online

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