

Mastering Compensation and Benefits Administration Skills

14 – 18 December 2026
Rome (Italy)

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Why This Course

In today's dynamic workplace, organizations rely heavily on well-designed compensation and benefits programs to attract top talent, retain high performers, and sustain employee motivation. Managing these programs effectively requires more than administrative knowledge—it calls for strategic thinking, analytical skills, and a clear understanding of market and regulatory dynamics.

This intensive 5-day course is designed to build strong, practical capabilities in compensation and benefits administration. It provides a balanced blend of strategy and application, enabling participants to confidently design, implement, and manage total rewards programs that support both employee satisfaction and organizational performance.

What You'll Learn and Practice

By joining this program, you will:

- Develop and implement compensation strategies aligned with business objectives.
- Design and manage comprehensive employee benefits programs.
- Analyze market trends and conduct salary benchmarking effectively.
- Understand key legal and compliance requirements in compensation and benefits.
- Evaluate program performance using practical metrics and insights.
- Communicate total rewards clearly and professionally to different stakeholders.

The Program Flow

Day 1: Foundations of Compensation and Benefits

- Understanding compensation philosophy and strategic alignment.
- Exploring the full scope of total rewards.
- Applying job analysis and evaluation methods.
- Building structured pay systems and salary ranges.

Day 2: Designing Compensation Programs

- Structuring base pay and variable compensation models.
- Linking performance to rewards through incentive systems.
- Reviewing executive compensation approaches.
- Addressing compensation design in diverse organizational contexts.

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A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The board is white and black, and the pieces are gold and silver.

Day 3: Benefits Administration

- Overview of different types of employee benefits.
- Managing health and welfare programs.
- Designing retirement and financial benefit plans.
- Enhancing employee well-being through flexible and voluntary benefits.

Day 4: Compliance and Legal Considerations

- Understanding key compensation-related laws and regulations.
- Ensuring compliance in benefits administration frameworks.
- Addressing pay equity and fair compensation practices.
- Navigating broader regulatory considerations in compensation and benefits.

Day 5: Program Evaluation and Communication

- Measuring the effectiveness of compensation and benefits programs.
- Conducting surveys and analyzing reward data.
- Communicating total rewards in a clear and engaging way.
- Leveraging technology to support compensation and benefits management.

Individual Impact

- Strengthen your ability to design and manage compensation frameworks with confidence.
- Enhance analytical skills in salary benchmarking and program evaluation.
- Improve your understanding of compliance and risk considerations.
- Develop stronger communication skills when presenting rewards information.

Organizational Impact

- Build competitive compensation and benefits structures that attract and retain talent.
- Improve transparency and consistency in reward practices.
- Support performance-driven cultures through effective incentive design.
- Enable better decision-making through data-driven compensation strategies.

Training Methodology

This program focuses on practical application to ensure immediate workplace impact. It includes:

- Real-world case studies and applied examples.
- Interactive discussions and scenario-based learning.
- Hands-on exercises in compensation design and evaluation.
- Workshops focused on building total rewards strategies.

A graphic of a chessboard with several pawns. In the foreground, a large gold king piece stands prominently. Behind it, several smaller pawns, some gold and some silver, are positioned on the board. The background features concentric circles, suggesting a strategic or analytical theme.

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Beyond the Course

By the end of the program, participants will be equipped with the knowledge and practical tools needed to manage compensation and benefits with clarity and confidence.

They will return ready to:

- Design structured and competitive reward systems.
- Implement benefits programs that support employee well-being.
- Ensure compliance while maintaining flexibility in reward strategies.
- Communicate total rewards in a way that builds trust and engagement.

This course ultimately empowers professionals to turn compensation and benefits into a strategic advantage that drives both employee satisfaction and organizational success.

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