

Comprehensive Compensation and Benefits Strategy Course

15 – 19 February 2027
Barcelona (Spain)

UK Training

PARTNER



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Ref: 322116_185932 **Date:** 15 – 19 February 2027 **Location:** Barcelona (Spain) **Fees:** 5200 GBP

Why This Course

Compensation and benefits play a critical role in attracting, motivating, and retaining talent. Organizations that design fair, competitive, and well-communicated reward systems are better positioned to build engaged workforces and sustain long-term performance.

This intensive 5-day program is designed to help professionals develop a strategic and practical approach to total rewards. It combines market insights, structured methodologies, and analytical tools to enable participants to design compensation and benefits systems that align with business goals and deliver real value.

What You'll Learn and Practice

By joining this program, you will:

- Develop a compensation philosophy aligned with organizational strategy.
- Design competitive pay structures using job evaluation and market data.
- Build comprehensive benefits packages that support employee needs.
- Communicate total rewards effectively to employees.
- Apply compensation analytics to support data-driven decisions.

The Program Flow

Day 1: Compensation Strategy and Job Evaluation

- Defining a clear and consistent compensation philosophy.
- Understanding labor markets and compensation trends.
- Conducting job analysis and documenting roles accurately.
- Applying job evaluation methods to determine role value.

Day 2: Pay Structure Design

- Using market data to establish competitive salary levels.
- Designing structured pay grades and salary ranges.
- Linking performance with compensation through structured systems.
- Exploring incentive and variable pay approaches.

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A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver, set against a background of concentric circles.

Day 3: Employee Benefits

- Understanding different types of employee benefits.
- Designing benefit packages that attract and retain talent.
- Managing health, welfare, and financial benefits.
- Structuring retirement and savings plans.

Day 4: Total Rewards and Communication

- Integrating compensation and benefits into a total rewards approach.
- Incorporating non-monetary rewards and work-life balance initiatives.
- Developing clear and informative total rewards statements.
- Communicating compensation and benefits effectively.

Day 5: Compensation Analytics and Compliance

- Using metrics and analytics to evaluate compensation practices.
- Conducting pay equity analysis and ensuring fairness.
- Understanding legal and regulatory requirements.
- Addressing broader considerations in compensation design.

Individual Impact

- Strengthen your ability to design and manage compensation systems.
- Improve your analytical skills in evaluating pay and benefits.
- Build confidence in aligning rewards with performance and strategy.
- Enhance your communication of total rewards to employees.

Organizational Impact

- Attract and retain high-quality talent through competitive rewards.
- Improve fairness, transparency, and consistency in compensation.
- Strengthen employee engagement and satisfaction.
- Support strategic decision-making through compensation analytics.

Training Methodology

This program emphasizes practical application through:

- Case studies based on real compensation scenarios.
- Interactive discussions and group exercises.
- Workshops on pay structure design and benefits planning.
- Tools and templates for immediate implementation.

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A graphic of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The board is checkered, and there are concentric circles in the background.

Beyond the Course

By the end of this program, participants will be equipped with the tools and knowledge needed to design and manage effective compensation and benefits systems.

They will return ready to:

- Build a strategic compensation plan aligned with business objectives.
- Design competitive and structured pay frameworks.
- Develop attractive benefits packages.
- Use data and analytics to continuously improve reward strategies.

This course enables professionals to transform compensation and benefits into a strategic advantage that drives performance, engagement, and organizational success.

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