



Consulting and Training | Reach New Heights

Course Name

Total Rewards & Compensation Mastery

Sector Name

HR Strategy and Training

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Total Rewards & Compensation Mastery

Course Introduction

An advanced strategic HR program that empowers senior rewards decision partners to design, influence, govern, and optimize compensation and Total Rewards systems at an enterprise level.

The program covers executive compensation influence, pay architecture, incentive engineering, reward governance, risk mitigation, employee value propositions, rewards committee leadership, compensation ROI measurement, advanced reporting structuring, and board-ready rewards communication—delivered through immersive applied learning and original content.

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Target Audience

- ✓ Senior HR business partners
- ✓ Compensation & benefits managers
- ✓ HR directors and organizational excellence leaders
- ✓ Reward governance and committee leaders
- ✓ Executives influencing or approving compensation frameworks
- ✓ HR professionals leading rewards transformation, policy governance, and decision cycles

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Learning Objectives

- ✓ Design and govern advanced Total Rewards frameworks aligned to enterprise strategy.
- ✓ Build compensation architectures, pay bands, and pay mix strategies.
- ✓ Engineer incentive and variable pay plans with measurable outcomes.
- ✓ Lead reward committees and governance decision cycles professionally.
- ✓ Model compensation cost vs. workforce impact scenarios strategically.
- ✓ Structure and produce executive-level reward presentations and communications.
- ✓ Apply compensation risk and compliance mitigation techniques.
- ✓ Design reward strategies for executives, managers, and employees cohesively.
- ✓ Measure Total Rewards ROI from cost, culture, retention, and performance lenses.
- ✓ Prepare advanced reward reports and communications that influence decision making without analytics dashboards.

Total Rewards & Compensation Mastery

Course Outline

✓ DAY 01

Strategic Total Rewards Design & Governance

- ✓ Enterprise reward philosophy and framework structuring
- ✓ Governance and compliance for reward decisions
- ✓ Ethical reward engineering and policy alignment
- ✓ Reward decision stakeholders and influence mapping

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Course Outline

✓ Day 02

Advanced Compensation Architecture & Pay Bands

- ✓ Designing and validating enterprise-level pay bands
- ✓ Pay mix design (fixed + variable + strategic reward positioning)
- ✓ Market competitiveness strategy and segmentation
- ✓ Compensation structuring simulation and validation lab

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Course Outline

✓ Day 03

Incentive Engineering & Variable Pay Mastery

- ✓ Strategic incentive plan design (STI, LTI, retention, performance, project-based, etc.)
- ✓ Measurement models and outcome-based alignment
- ✓ Incentive risk assessment and compliance alignment
- ✓ Incentive design stress testing simulation

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Course Outline

✓ Day 04

Advanced Reward Reporting & Presentation Structuring

- ✓ Structuring reward reports for:
 - ✓ Executive leadership meetings
 - ✓ Rewards committees
 - ✓ Board recommendations
 - ✓ Audit and governance committees (from an HR decision lens)
 - ✓ Executive dashboards (storytelling without data analytics tools)
- ✓ Designing executive reward presentations that influence decisions
- ✓ Case-based reporting structure and decision narrative building
- ✓ Pay decision approval cycle mapping

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Course Outline

✓ Day 05

Executive Pay, Reward Risk & ROI Simulation

- ✓ Executive compensation planning principles
- ✓ Reward risk identification and mitigation frameworks
- ✓ Compensation ROI measurement and reward impact tracking models
- ✓ Full reward decision cycle simulation including:
 - ✓ Committee preparation
 - ✓ Executive presentation
 - ✓ Minutes drafting
 - ✓ Recommendation structuring
 - ✓ Report generation
 - ✓ Post-meeting decision follow-up plan
- ✓ Mastery integration lab

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Feb. 1, 2027	Feb. 5, 2027	5 days	4250.00 \$	UAE , Dubai
April 6, 2026	April 10, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Aug. 23, 2026	Aug. 27, 2026	5 days	4250.00 \$	KSA , Riyadh
Dec. 14, 2026	Dec. 18, 2026	5 days	4950.00 \$	England , London

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info@boostuae.com info@boostorg.com

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