

AN INTRODUCTION TO REWARD MANAGEMENT FOR HR GENERALISTS

Taking the mystery out of reward management: what you always wanted to know about reward – an introductory programme for HR generalists particularly those in SMEs



The UK's leading reward
management training business

Keeping you at the heart
of reward

INTRODUCTION

Reward can be as much as 70% of an organisation's costs. So, it is critical to spend that money in the best way possible to maximise value. Getting reward right is a strategic imperative not some operational process. It also should help to drive and support organisational values, culture and aims.

Reward needs to align with all the other elements of great HR practice. But it is sometimes seen as a very technical discipline that somehow sits outside the rest of HR practice.

This short course – three sessions, each lasting 3.5 hours – has been designed to demystify reward. It gives the basics of reward management and how it fits within HR overall, how it can make impact and what can go wrong.

FORMAT

This live-streamed course runs with a small number of participants in a virtual classroom style. This allows for interaction and clarification. Our course tutor, Michael Rose, takes a very practical and holistic approach looking at reward as a whole as well as breaking into the component elements. Slides and very short exercises will be used.

It would be helpful, although not essential, to read the course text, *Reward Management: A practical introduction* (Kogan Page), which will be provided in advance before the first session. But you will also be given references of the most relevant parts of the book for each part of the course.

WHAT YOU WILL LEARN

- Understand the elements of reward and how they fit together.
- Learn how reward can add value to other HR programmes and support values, aims and culture.
- Understand how reward can make impact and what it can't do.
- Learn some key terms and approaches to salary structures.
- Learn some high value approaches to communicating reward.

HOW WILL IT BENEFIT YOU

- Help you make better quality decisions on pay-related issues.
- Help add value to the organisation through being able to see reward in context and understand its impact.
- Challenge your thinking of reward and begin to help you rethink how it is done.
- Equip you with the understanding to enable you to ask impactful questions of your reward specialist colleagues and comp & ben consultants.
- Kick-start your knowledge into what may become a career as a reward specialist.
- Understand some key terms and the basics of some reward methodologies.

WHO SHOULD ATTEND

- HR generalists at any level who want an introduction to reward to help them in their current or future role.
- Those who are interested in starting a career in reward management.
- Line supervisors and managers who are accountable for pay and other reward decisions and want to help improve their approach to those decisions.
- HR professionals employed in SMEs where there is limited reward expertise.

ENTRY CRITERIA

The programme is designed for anyone with an interest in reward. Participants may benefit most if they have at least a little experience of working in an HR function or as a line supervisor or manager with employee responsibilities.

Level/Entry criteria	Basic understanding of HR practice.
Qualification	None.
Dates	Check web site for next available class: www.e-reward.co.uk
Location	Your PC via Zoom, live streamed.
Duration	3-day course at 3.5 hours per day.
Start/end time	9am-12.30pm on three consecutive days.
Fees	£750.00 GBP (+ VAT) per delegate.
Length of study	10.5 hours virtual classroom (including breaks) plus some reading time: #1: Reward elements, their roles and fit – 3.5 hours' class time. #2: Salary structures and options – 3.5 hours' class time. #3: Total reward and communications – 3.5 hours' class time.
Study method	Virtual classroom: this highly practical programme is delivered live online via Zoom, led by an experienced instructor. Very interactive with practical exercises.
Course materials	E-book: A copy of <i>Reward Management: A practical introduction</i> , 3rd edition, by Michael Rose is included as the course book. A copy of the slides (PDF format) will also be available.
Class size	Maximum of 10 delegates.
Content	#1: Reward fit and impact Essence of reward management & strategy. Elements of reward & how they make impact. How reward adds value as part of a holistic approach to HR. #2: Salary management Basics of job evaluation, grading or level structures, pay ranges, market pay & salary survey data, salary changes. #3: Total reward Benefits & other elements that add to total reward; maximising value through effective communications.
Assessment	None.
Tutor(s)	Michael Rose.

PROGRAMME

1. Reward elements, their roles and fit	2. Salary structures and options	3. Total reward and communications
<p>What are the components of reward and how do they fit together as a whole</p> <p>Choices that can be made between them</p> <p>Message they can carry</p> <p>Links with other elements of HR practice</p>	<p>Job structures and evaluation</p> <p>Market data and salary surveys</p> <p>Salary structures</p> <p>Drivers of pay changes</p>	<p>Why have benefits</p> <p>Where recognition fits</p> <p>Communicating value</p> <p>Summary and conclusions</p>

ADDITIONAL PERSONAL SUPPORT

Michael Rose is also available for additional one-to-one online personal support, coaching and tuition.



TUTOR

Michael Rose, MA, ACII, CCCIPD

Michael started his career in training and development before moving into reward management. His corporate roles have included Head of Reward Management for TSB Bank plc and Director of Total Rewards for Aon UK and EMEA, during which time he was also Vice President Reward for the CIPD.

Michael also has over 20 years' experience as a reward consultant, first with KPMG and Arthur Andersen and since 2009 as an independent reward consultant. His consultancy experience has covered organisations in almost every sector and very widely internationally.

Michael has written over 25 articles and has had three books published:

- *Recognising Performance* was published by the CIPD in 2001.
- *A Guide to Non-cash Reward* was published by Kogan Page in 2011.
- Michael's most recent book, *Reward Management: A practical introduction*, is published by Kogan Page and is now in its third edition.

Michael is a very well-regarded conference speaker on reward and recognition. He has also developed training programmes on the subject as well as acting as a mentor on reward strategy.

www.mrosereward.com

ABOUT US



E-reward is a leading provider of information focused exclusively on the reward management market. Our industry expertise delivers the latest thinking, research and education in reward management through our website, publications, research, conferences, training, and executive pay database.

The company was established in 1999.

In September 2011, we formed an alliance with WorlDatWork, a US-based human resources association, giving us rights to offer its internationally-recognised reward qualifications and certificates in the UK and Ireland.

www.e-reward.co.uk

ENROL NOW

£750.00 GBP (+ VAT) per delegate.

Each ticket covers attendance for one person only for the duration of this 10.5 hours' course programme. E-book included in the fee:
Reward Management: A practical introduction, Kogan Page.

