



# Total-Rewards Workshop



April 28 & 29, 2025



City Campus, IBA Karachi



## Program Overview

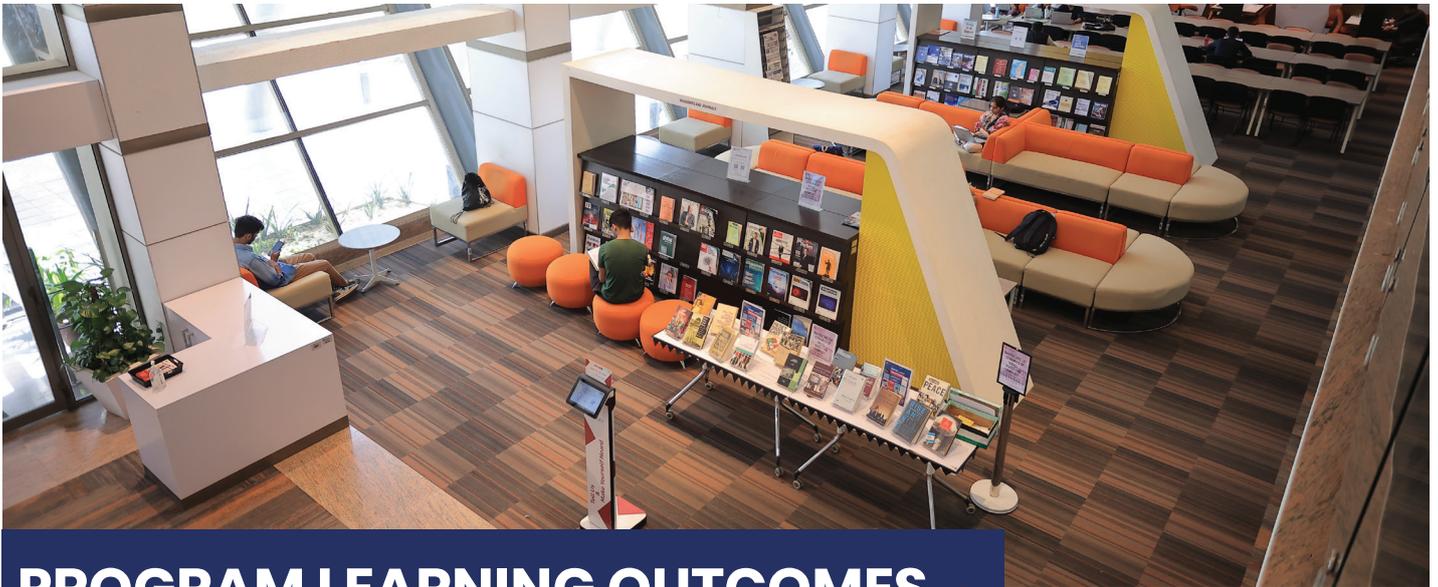
### **Unlocking the Power of Total Rewards**

In today's competitive business landscape, organizations need to rethink their Total Rewards strategies to attract, retain, and motivate top talent. The topics have been carefully chosen to provide the professionals with a comprehensive view and learning around critical aspects of Total Rewards management that can be replicated based on the needs of the organization. This interactive workshop provides HR professionals, compensation and benefits specialists, and business leaders with the knowledge, skills, and tools to DESIGN and IMPLEMENT effective Total Rewards programs.

# Course Outline

- **Salary Structure Development:** Master multiple methodologies and global perspectives to design effective pay-bands. Design and strike a balance between internal equity and external parity.
- **Engaging Generation Y & Z:** Discover non-traditional elements of Total Rewards to engage newer generations, using employee wellness, WFH, continued education, career streams, and flexibility.
- **Sales Incentive Plans:** Acquire the art of designing SIPs for superior sales results.
- **Performance Bonus:** Design performance bonuses for non-sales employees to align behaviors and efforts with company goals.
- **Customizing Benefits:** Understand your Internal Customers' perceived value on benefits and optimize engagement and retention through benefits redeployment.
- **Job Evaluation:** Acquire understanding on JE methods, especially point-based system through an exercise and comprehend changing global trends in job evaluation
- **Compensation and Benefits Surveys:** Leverage compensation for competitive advantage through 4 real-life short scenarios/ case studies.
- **Rewards and Recognition:** Leverage non-monetary elements to boost engagement and motivation.
- **Annual Salary Review Cycle:** Empower supervisors, retire the Bell-Curve, and build alternative tools and approaches.
- **Benefits for Newer Generations:** Design benefits considering changing trends, cost-benefit analysis, affordability & sustainability and monetization.
- **Total Reward Communication:** Brand and merchandise your pay package for maximum impact.





## PROGRAM LEARNING OUTCOMES

### Strategic Outcomes

- Design and implement effective Total Rewards strategies aligned with organizational goals
- Become up-to-date on the changing trends in C&B practices at leading organizations.
- Develop a comprehensive understanding of the key components of Total Rewards, including compensation, benefits, and non-monetary elements.
- Consider global and local market trends to design competitive Total Rewards packages.

### Behavioral Outcomes

- Foster a performance-driven culture that links pay to performance.
- Recognize the growing importance TR initiatives to attract, retain and motivate talent
- Empower supervisors to make informed decision about employee compensation and benefits.
- Develop a customer-centric approach to designing Total Rewards programs that meet the needs of employees.

### Technical Outcomes

- Apply multiple methodologies and global perspectives to design effective salary structures.
- Evaluate jobs using the point-based system and understand changing global trends in JE.
- Design Sales Incentive Plans (SIPs) and Performance Bonuses that drive business results.
- Improve benefits programs that cater to the needs of different generations, including Gen Y and Z.

## Trainers Profile



### Hussain Adenwala

HR Professional

An accomplished HR professional with 30 years of HR leadership roles at Eli Lilly, GSK and Gillette. He was Associate Director Compensation Asia-Pacific & ME and currently Director & HR Consultant at HRFIRST & Visiting Faculty at IBA on Rewards management.

Regarded as Total Rewards Guru in the country, he runs his Flagship Total-Reward Workshop at IBA since 2014. An MBA with erudition in HR Strategic & Leadership programs from Australia, USA, Europe & China.



## Who Should Attend?

- ▶ HR Professionals
- ▶ Reward Specialists
- ▶ Business Leaders
- ▶ Executives.

## Fee Structure

**PKR 90,000/-** (plus 5% SST)



For Registration

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