

Total Rewards Workshop



PROGRAM OVERVIEW

In today's competitive business landscape, organizations need to rethink their Total Rewards strategies to attract, retain, and motivate top talent. This interactive workshop provides HR professionals, compensation specialists, and business leaders with the knowledge, skills, and tools to DESIGN and IMPLEMENT effective Total Rewards programs.

TOPICS COVERED

- Salary Structure Development – Multiple methodologies and pay-band design
- Job Evaluation – Point-based system and global trends
- Engaging Generation Y & Z – Non-traditional rewards (wellness, WFH, flexibility)
- Compensation & Benefits Surveys – 4 real-life case studies
- Sales Incentive Plans (SIPs)
- Benefits for Newer Generations – Cost-benefit analysis and monetization
- Rewards & Recognition – Non-monetary engagement tools
- Performance Bonus Design for non-sales employees
- Customizing Benefits – Optimizing engagement and retention
- Annual Salary Review Cycle – Tools and approaches
- Total Reward Communication – Branding your pay package

LEARNING OUTCOMES

- Design and implement effective Total Rewards strategies aligned with organizational goals
- Stay current with changing trends in C&B practices at leading organizations
- Apply multiple methodologies to design effective salary structures
- Design Sales Incentive Plans (SIPs) and Performance Bonuses that drive business results
- Foster a performance-driven culture that links pay to performance
- Develop a customer-centric approach to Total Rewards that meets employee needs

TRAINER'S PROFILE



HUSSAIN ADENWALA

Visiting Faculty, IBA Karachi

Muhammad Hussain Adenwala is a seasoned HR leader with over 30 years of multinational experience in HR strategy, compensation & total rewards, and employee relations. He has held senior leadership roles at Eli Lilly, GlaxoSmithKline, Bristol-Myers Squibb, and Gillette.

Currently serving as Director & HR Consultant at HRFirst (Pvt.) Ltd. and Visiting Faculty at IBA Karachi, he brings global expertise and practical insights to executive education, helping organizations build high-performing, future-ready HR practices.

WHO SHOULD ATTEND?

- HR Professionals & HR Business Partners
- Reward Specialists & Compensation and Benefits Specialists
- Business Leaders and Executives

FEE STRUCTURE

PKR 90,000/-
(plus 3% SST)



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