

ALIGNING REWARDS STRATEGY WITH ORGANIZATIONAL STRATEGY

“Creating a Reward System that Supports Organizational Goals and Enhances Employee Performance”

Schedule

Date	Venue	Fees (Face-to-Face)
08 - 10 Sep 2026	Manama - Bahrain	USD 2495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

In today’s highly competitive business environment, aligning your rewards strategy with organizational goals is essential for motivating employees, enhancing performance, and achieving long-term business success. A well-structured reward system ensures that employees’ efforts are recognized and compensated in a way that drives both individual and organizational growth.

This 3-day intensive course will provide participants with the skills and knowledge necessary to design and implement a rewards strategy that supports the broader business objectives. By focusing on strategic alignment, employee motivation, and performance management, this course will enable HR professionals and managers to foster a high-performance culture through effective reward systems.

Objectives

By the end of this course, participants will be able to:

- Understand the role of rewards in aligning employee behavior with organizational goals
- Develop and implement a rewards strategy that supports business objectives
- Design compensation and benefit packages that attract and retain top talent
- Use performance metrics to measure the effectiveness of rewards systems
- Integrate recognition, non-financial rewards, and career development into the overall strategy

Why Attend

- Learn how to design a rewards system that boosts employee motivation and organizational performance
- Understand the impact of reward strategies on employee engagement and retention
- Gain practical insights on aligning rewards with organizational values and culture
- Develop a framework for measuring the success of your reward system
- Discover ways to integrate both financial and non-financial rewards into your strategy

Target Audience

This program is designed for:

- HR managers and professionals
- Compensation and benefits specialists
- Line managers and team leaders
- Organizational development professionals
- Anyone responsible for designing, implementing, or managing reward strategies

Individual Benefits

Key competencies that will be developed include:

- Designing and aligning reward systems with organizational strategy
- Creating compensation packages that drive employee motivation and performance
- Understanding the different types of rewards and their impact on employee behavior
- Measuring the success of reward programs through data and feedback
- Integrating career development opportunities into reward strategies

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- A rewards strategy that aligns with organizational goals and values
- Improved employee performance, engagement, and retention
- A more competitive position in attracting and retaining top talent
- A systematic approach to evaluating and refining reward strategies over time
- A stronger alignment between individual performance and organizational success

Instructional Methodology

The course follows a blended learning approach combining theory with practical application:

- Strategy Briefings - Introduction to rewards strategy principles and frameworks
- Case Studies - Real-world examples of successful rewards alignment strategies
- Workshops - Hands-on exercises in designing and evaluating rewards systems
- Peer Exchange - Group discussions on challenges and solutions in aligning rewards with strategy
- Tools - Templates for compensation strategy design, performance metrics, and reward system evaluation

Course Outline

DETAILED 3-DAY COURSE OUTLINE

Training Hours: 7:30 AM - 3:30 PM Daily Format: 3 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 - 02:00

Day 1: Introduction to Aligning Rewards Strategy with Organizational Goals

- Module 1: The Role of Rewards in Organizational Strategy (07:30 - 09:30) • The link between rewards and business objectives • Understanding intrinsic vs. extrinsic rewards • How reward systems drive organizational success and employee behavior
- Module 2: Building a Rewards Strategy (09:45 - 11:15) • Aligning reward systems with organizational culture and values • Developing a strategic approach to compensation and benefits • Setting clear objectives for reward programs
- Module 3: Types of Rewards and Their Impact (11:30 - 01:00) • Financial rewards: salary, bonuses, and incentives • Non-financial rewards: recognition, career development, and job enrichment • Tailoring rewards to different employee segments and roles
- Workshop - Reward Strategy Design (02:00 - 03:30) • Develop a preliminary rewards strategy for your organization • Group discussion and feedback

Day 2: Designing Effective Compensation and Benefits Packages

- Module 1: Compensation Systems and Structures (07:30 - 09:30) • Designing competitive salary structures and pay scales • Performance-based compensation: linking pay to outcomes • Market benchmarking and internal equity
- Module 2: Benefits and Incentive Plans (09:45 - 11:15) • Designing flexible benefits packages and employee perks • Short-term vs. long-term incentive plans • Legal considerations in compensation and benefits
- Module 3: Communicating Rewards to Employees (11:30 - 01:00) • Best practices for communicating the value of rewards packages • How to tailor communication to different employee demographics • Engaging employees in the rewards program
- Workshop - Designing a Compensation and Benefits Plan (02:00 - 03:30) • Create a compensation and benefits package aligned with business objectives • Group presentation and feedback

Day 3: Measuring Success and Enhancing the Rewards System

- Module 1: Measuring the Effectiveness of Rewards Systems (07:30 - 09:30) • Key performance indicators (KPIs) for rewards programs • Employee feedback and engagement surveys • Analyzing the ROI of rewards strategies
- Module 2: Continuous Improvement in Reward Strategies (09:45 - 11:15) • Strategies for adjusting rewards systems based on organizational changes • Refining rewards programs through data and performance metrics • Keeping up with industry trends in compensation and rewards
- Module 3: Integrating Recognition and Career Development (11:30 - 01:00) • The role of recognition in reward strategies • Career development opportunities as a form of reward • Integrating learning and growth opportunities with rewards
- Final Workshop - Reward Program Evaluation and Action Plan (02:00 - 03:30) • Develop an evaluation plan for your organization's rewards program • Actionable steps for refining and improving the rewards strategy

Certification

Participants will receive a Certificate of Completion in Aligning Rewards Strategy with Organizational Strategy, validating their ability to design and implement a rewards program that aligns with and supports the organization's business objectives.

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