

## EXPERT COMPENSATION PROFESSIONAL (TRAINER MS. SANDRINE BARDOT)

*"Master Compensation Strategies and Best Practices for Effective HR Management"*

### Schedule

Date	Venue	Duration	Fees (Face-to-Face)
08 - 09 Apr 2026	Riyadh, KSA	2 Days	USD 1995 per delegate

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

### Introduction

Compensation management is a key component of human resource strategy, directly impacting employee motivation, retention, and organizational performance. A strategic approach to compensation ensures fairness, competitiveness, and alignment with business goals.

This intensive 2-day training provides participants with advanced insights into designing, implementing, and managing effective compensation programs. Led by Ms. Sandrine Bardot, an expert in HR and compensation management, the course combines theoretical knowledge with practical exercises to develop expertise in total rewards, salary structures, and incentive schemes.

### Objectives

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

- Understand the principles and components of effective compensation management
- Design competitive and equitable salary structures and benefits packages
- Implement incentive, bonus, and reward schemes aligned with business goals
- Evaluate compensation practices and benchmarks within the industry
- Address pay equity, compliance, and regulatory considerations
- Communicate and manage compensation policies effectively
- Develop strategies to retain and motivate key talent

## Why Attend

- Gain advanced knowledge of compensation strategies and best practices
- Learn practical techniques to design and implement salary structures
- Improve employee motivation, engagement, and retention
- Ensure compliance with labor laws and pay equity standards
- Receive guidance from an internationally recognized HR compensation expert
- Apply real-world case studies and examples to HR decision-making

## Target Audience

This program is designed for:

- HR managers, HR business partners, and compensation specialists
- Payroll and benefits professionals
- Talent management and organizational development professionals
- Executives responsible for reward strategy and HR policies
- Professionals aiming to enhance compensation expertise

## Individual Benefits

Key competencies that will be developed include:

- Designing and managing competitive compensation packages
- Understanding total rewards strategy and incentive programs
- Skills in benchmarking, pay equity, and regulatory compliance
- Evaluating the effectiveness of compensation programs
- Communicating and implementing compensation policies effectively
- Strategic thinking for aligning compensation with business objectives

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved design and administration of compensation programs
- Enhanced employee engagement and retention strategies
- Stronger alignment between compensation and organizational performance
- Compliance with labor laws and pay equity standards
- Cost-effective reward management and improved workforce productivity
- Strategic contribution of HR to organizational goals through compensation excellence

## Instructional Methodology

The course follows a practical and interactive approach combining theory with hands-on exercises:

- Strategy Briefings - Core concepts of compensation management and total rewards
- Case Studies - Real-world examples of compensation strategies and practices
- Workshops - Exercises in salary structure design, incentive planning, and benchmarking
- Peer Exchange - Group discussions on challenges, best practices, and solutions
- Tools - Templates, calculators, and frameworks for effective compensation management

## Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch: 01:00 – 02:00

Day 1: Principles of Compensation Management

- Introduction to total rewards and compensation strategy
- Components of compensation: base pay, incentives, and benefits
- Salary structure design and benchmarking
- Workshop: Designing a competitive salary structure

Day 2: Incentives, Compliance, and Strategic Application

- Designing bonus, incentive, and reward programs
- Pay equity, compliance, and regulatory considerations
- Communicating and implementing compensation policies
- Workshop: Case study exercises and strategic application

## Certification

Participants will receive a Certificate of Completion in Expert Compensation Professional, validating their expertise in designing, implementing, and managing effective compensation and reward strategies.

## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

### In-House / Customized Training

Interested in running this course for your team?

Please contact us:

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