

# Strategic Compensation Design



26 May 2026 (Tuesday)  
9:30am – 5:30pm  
CPD Hours: 7



Member HK\$ 2,200  
New member HK\$ 3,445

A meaningful C&B strategy that helps motivate staff to go the “extra mile” is essential for organisation success. This workshop will equip participants with knowledge and field-proven techniques to **design a compensation system that helps align staff performance with corporate business strategies and advocate the “pay-for-extra” culture.**

## Contents

- ✓ Definition of compensation
- ✓ Common types of compensation, benefits and non-financial rewards in the market
- ✓ Aligning compensation strategies with business directives and corporate values
- ✓ 5 factors to consider when developing compensation strategies
- ✓ Introduction to strategic compensation management
- ✓ Writing effective job descriptions for various positions
- ✓ Conducting job evaluation step-by-step
- ✓ Developing grade & salary structure
- ✓ Analysing market pay trend data
- ✓ How economic trend influences compensation design
- ✓ Designing long-term and short-term incentive schemes
- ✓ Linking the incentive scheme with performance measurement results



## Trainer

**Mr Wilson Chu**  
Principal Consultant, HMI Consulting



Cantonese  
(with English materials)



**HKIHRM**  
Units 1810-15, 18/F, Millennium City 2, 378 Kwun  
Tong Road, Kwun Tong  
(3-minute walk from Ngau Tau Kok MTR station exit A).