IHRM Academy

Reward Management

PROFESSIONAL CERTIFICATE IN STRATEGIC REWARDS MANAGEMENT

Design Reward Strategies that Drive Business Impact

1st Cohort: 4, 11 & 18 March 2027 (Thursday)
2nd Cohort: 7, 14 & 21 August 2027 (Saturday)
9:30am – 5:30pm
CPD Hours: 21

HKIHRM

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Overview

Effective reward management is essential to attract, retain, and motivate talents in today's competitive market.

This programme equips HR professionals with the knowledge and tools to develop strategic reward frameworks, design competitive compensation structures, and align rewards strategy with business strategy.

What You Will Learn

- Understand the **Total Rewards framework and strategy**
- Design **competitive pay structures** using market data
- Drive **pay-for-performance via incentive plan design**
- Develop **benefits and well-being strategies** to elevate employee experience
- Manage **international compensation and mobility challenges**
- Explore current and evolving trends **in reward management**

Enrol Now

Who Should Attend

- HR Leaders and HR Business Partners who need to address reward management challenges at work
- Reward professionals who want to further elevate their capabilities to design effective reward programs

	Price	Early Bird Offer * (Only if enrolment & payment are received **by 31 December 2026**)
Member	HK$7,500	HK$6,300
New Member **(Inclusive of new membership joining fee)**	HK$8,745	HK$7,545

Dr Sunny Fong
F.I.H.R.M (HK)

- Seasoned HR executive with extensive international experience in formulating HR & reward strategies; driving employee engagement; and leading organizational changes.
- Former rewards leads in MNC's across industries in food services, technology, financial, etc.

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Content Highlights

Module 1: Total Rewards Framework & Strategy

- Acquire the concepts of total rewards
- Understand key factors that influence total rewards strategy
- Deep dive into the steps to align rewards strategy with business strategy

Module 2: From Internal Equity to External Equity

- Learn various approaches to determine worth of jobs: Job Evaluation Approaches Vs Market Pricing
- Master the key steps to assesss pay competitiveness:
  - Define compensation / pay level philosophy
  - Identify sources of market data
  - Interpret and analyze market data

Module 3: Pay Structure Design

- Explore pay structure design options
- Understand the considerations related to pay structure design
- Utilize market data to build competitive pay structure

Module 4: Driving Performance with Pay

- Explore the strategic intent and design process of various pay-for-performance plans
- Base pay progression
  - Short-term incentives
  - Long-term incentives
  - Employee recognition

Module 5: Strategic Focus of Employee Benefits and Well-Being

- Examine the key factors that influence the choices of employee benefits and well-being options
- Identify the roles that benefits and well-being play in aligning with business strategy and elevating employee experience

Module 6: International Compensation & Global Mobility

- Understand factors leading to differences in reward practices across geographies
- Look into the considerations behind "Centralization" and "Decentralization" of reward policies and practices in MNCs
- Discuss the reward challenges that global people managers often encounter
- Learn different approaches to manage international assignments and localization

Module 7: Sales Compensation Plan

- Learn the key criteria related to sales compensation plan design
- Identify the common myths and debates in sales compensation

Module 8: Selected Reward Scenarios

- Discuss selected reward scenarios that participants face at work, e.g.,
  - Differentiating pay-for-performance,
  - Rewarding Performance Vs Potential

Module 9: Measuring Effectiveness of Total Rewards

- Discuss the "What" and "How" of measuring effectiveness of total rewards
- Review the transformation of reward metrics into analytics

Module 10: Evolving trends in Rewards Management

- Review current and evolving reward trends that organizations need to monitor and respond
- Bring total rewards to life: From mindset to practice

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