



Reward management

4 November 2008 ■ London

20 May 2009 ■ London

A concentrated day of practical advice and guidance on how best to reward your employees and improve your profits.

This intensive programme will deliver innumerable benefits to your organisation. It will help you:

- Appreciate the importance of having a grading structure
- Ensure your organisation is compliant with the latest equal pay legislation
- Understand bonuses and incentives and find out how to choose the right ones for your organisation
- Motivate your employees with financial and non-financial reward and how to get the benefit of their discretionary contribution
- Develop a long-term reward strategy which will support your business goals

FREE CD-ROM

of information and handouts to help you advise and support line management to achieve your organisation's strategic objectives.

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Why you should attend this seminar

Reward management is the new frontier of human resource management. Whether you are in the HR function or line management, the focus has firmly moved to motivating your employees to deliver your corporate goals. But setting the pay and benefits of your employees at the market rate (in your and their perception) is only the starting point. Organisations have to go much further now. They need to understand the ways to involve their employees, to get them more committed to the organisation. This seminar will show you how to do it.

Benefits of attending

This intensive yet enjoyable programme will deliver innumerable benefits to you and your organisation. It will help you:

- 1 Put pay and benefit issues in context
- 2 Appreciate the importance of having a grading structure
- 3 Ensure your organisation is compliant with the latest equal pay legislation and that you know how to undertake an equal pay review
- 4 Set the pay and benefits of jobs
- 5 Understand bonuses and incentives and find out how to choose the right ones for your organisation
- 6 Motivate your employees with financial and non-financial rewards and how to get the benefit of their discretionary contribution
- 7 Develop a long-term reward strategy which will support your business goals

Above all, this seminar will help you to make the most of reward management as a means of dealing with the most pressing issues facing all organisations today – how to boost productivity and contain costs at the same time.

Who should attend?

This programme is a must for any HR directors, HR managers and line managers, whether in the public or private sector, who have identified reward as a business critical issue. It has been designed specifically to support:

- Experienced HR managers and officers who wish to specialise in reward either as a refresher or for those who have a particular problem to address
- Newly appointed HR (or reward) officers and assistants who need a fast introduction to the subject
- Finance directors and others with overall responsibility for reward strategies
- Operational managers who have responsibilities for a range of staff who need to understand the concepts, processes and procedures in reward management

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Programme

1 Building a long-term reward strategy

- Establishing business goals
- Turning business goals into HR strategies
- Reward in the business context
- Developing a reward strategy
- Reward in the HR toolkit
- Content of a reward strategy
- Elements of a reward system
- Making a reward strategy effective

2 Grading structures

- Establishing internal relativities
- Why have grading structures?
- Types of grading structures
- Analytical and non-analytical job evaluation
- Types of pay structures

3 Setting salaries

- Sources of pay data
- Factors affecting pay
- Statistics used
- Setting job pay ranges
- Setting grade pay ranges

4 Employee benefits

- Core benefits
- Non-core benefits
- Value of benefits
- Flexible benefits

5 Rewarding performance

- Performance management
- Types of performance pay
- Fundamentals of bonus schemes – individual, group, organisation-wide
- Incentives

6 Equal pay

- Legal context
- EOC Code of Practice
- 'Like work', 'equivalent work' and 'work of equal value'
- Avoiding discrimination in pay and job evaluation
- Equal pay reviews

7 Non-financial rewards

- Types of non-financial reward
- Work/life balance
- Developing the individual
- Creating a good work environment

8 Motivating employees

- Motivators and 'hygiene' factors
- Why people enjoy going to work
- The emotional contract
- Encouraging discretionary performance
- Making work enjoyable

Reward management is an essential tool in dealing with:

- Rewarding performance
- Motivation for productivity
- Cost management
- Talent retention
- Equal pay issues
- Managing the 'employer brand'

Are you using it correctly?

A total compliance solution

Whether you're an HR professional in a multi-national, managing personnel issues in a medium-sized organisation or running a small business we have the HR information you need to get the most out of your staff and comply with the law. From consultancy, and comprehensive online information services to books we have you covered. Simply visit www.croner.co.uk for more information.

Seminar presenter



Steve Flather

Steve Flather is an independent consultant specialising in reward management. After ten years as a trainer and HR manager with blue chip organisations such as Plessey and Wedgwood, he became a director of a major reward specialist company, leading it as managing director for twelve years. During this time

he became very well-known as a speaker on reward issues, running training courses on reward and benefits management and speaking at seminars, conferences and on radio and TV. He is a Fellow of the Chartered Institute of Personnel and Development.

Seminar format – and free CD-Rom

This is an intensive, hands-on course combining the theory and practice of reward management. It uses a combination of information sessions and practical exercises. The course includes plenty of opportunity for discussion and to obtain guidance and ideas from the seminar presenter. You will take away a 'kitbag' of information and handouts to help you advise and support line management to achieve your organisation's strategic objectives. This will include a CD with the notes and presentations all ready for you to use in your organisation. This highly practical programme will give you an understanding of what motivates employees and how to develop and harness that motivation through an effective reward strategy. It will explain about grading systems and how to make sure that your grades are created and maintained without discrimination or introducing bias. You will understand about the factors that influence the pay of a job and learn how to set the market pay range and benefits package for jobs at all levels in the business.

The course will teach you about financial and non-financial incentives, for example about creating a working environment where employees want to come and work. Finally, you will learn about reward strategies and how they relate to your business goals.



Are you unsure if you have the time or resources to engage in training?

Croner Training can:

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