

VIRTUAL COMPENSATION & REWARDS MASTERCLASS

12- 14 AUGUST, 2025

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DRIVE RETENTION THROUGH PERFORMANCE REWARDS



Sandrine Bardot

Global C&B Expert

Get leading insights, tools, benchmarks, and methodologies from a global expert and reference in the field, with over 30 years of experience specializing in Compensation and Benefits. Sandrine Bardot has worked with recognized international MNCs to assess, design, and implement their C&B, performance management, recognition, and employee wellness programs.

WHO

WHO SHOULD ATTEND?

This masterclass is ideal for:

Performance & Rewards professionals who have to assess, review and design new schemes for their organisation. It provides cutting-edge knowledge, tips and techniques on :

- Reviewing or creating your Total Reward strategy
- Creating the midpoint of the salary range from scratch
- Setting up a brand new merit matrix and advanced uses of matrices
- Focus on Incentive design (including Sales and Executive pay)
- Total Rewards personalisation

WHAT

ABOUT THE TRAINING

The whole training provides a small base of theoretical info where needed, but is more importantly based on Sandrine's 30-year experience in the high-tech, telecom, O&G, retail, manufacturing, finance and real estate industries in Europe, the Middle East, Africa, as well as government in the GCC.

As a result, it's full of practical ideas and examples. In an easy-going style, Sandrine shares tricks and anecdotes to make it easy for participants to apply some of these concepts and new skills when they return to work.

Activities include individual and group exercises, guided discussions, reflective work, collaborative practice and may also include role plays

WHY

KEY BENEFITS

This masterclass offers a unique, highly practical learning in compensation strategy. You'll be able to:

- Uplift organization performance & employee effectiveness by implementing compensation and reward systems fit for your organization
- Develop a reward strategy, taking into account key business, organizational, and HR issues
- Align your salary structures, grades, & compensation and reward systems to your business objectives and HR strategy
- Develop solutions for your compensation and reward issues & challenges based on practical case studies, best-practice tools, & group discussions
- Solve practical challenges pertinent to you by learning from a C&B reference & networking with participants.

What makes this course unique

1

Actionable Frameworks, design pay structures tailored to your organization.

2

Live Virtual Sessions with peer collaboration and expert coaching

3

Practical Tools you can implement immediately

4

Earn a recognized credential in Compensation and benefits.

5

Customized Approach to address your organization's specific challenges

6

Global Expertise from 30+ years across 20+ countries.

Course Overview

Processing Fees May Apply*

LIMITED SEATS AVAILABLE

Early Bird Price

\$ 2399

Regular Price

\$ 2699

Course Content

Establishing the Reward Strategy

Design or review your Total Reward strategy whether for a single country or internationally.

- How it all fits together
- The reward mix
- Designing a new Reward strategy:
 - o What is a Reward strategy ?
 - o Steps in designing the Reward approach
 - o Analysing the external environment
 - o Analysing internal factors
 - o Multinational considerations
- Examining a GCC example
- Success criteria for assessing the effectiveness of the Reward strategy

Cutting edge approaches to creating salary ranges

- What do I need to know to create the pay structure ?
 - o Target position to market
 - o The world of percentiles
 - o Defining "the market"
 - o Defining your peer group
 - o Aging data
 - o Lead/lag approaches
- Setting up your midpoint
 - o Handling the Fixed/Variable ratio
 - o Calculating weighted mean/average
 - o Multiple methods to establish the midpoint
 - o Calculate midpoint in double-step banding structure
 - o Using the results from multiple surveys

- Finalising the salary range
 - o Create minimum and maximum
 - o Step and midpoint progression
 - o Smoothing and rounding
 - o Overlap
 - o Symmetry of the salary range
 - o What to do with outliers
- Four additional considerations on salary ranges

Salary reviews and promotions

- Refresher on salary increases :
- Creating and customising merit matrices
 - o Example of a typical merit matrix
 - o Principles in creating merit matrices
 - o Customisation of the matrix
 - o Unconventional approaches : an example
- Promotions
 - o Establishing a realistic promotions budget based on company practice
 - o Individual criteria for promotion
 - o Expanding or restricting eligibility
 - o Communicating to various audiences

Sales Incentive plan design and assessment

- Introduction
 - o Pros and cons of two main types of Sales Incentive Plans
 - o Steps to design a sales compensation plan
- Strategy and job alignment
- Eligibility* Pay mix and leverage

- Plan mechanics – performance measures
- Plan mechanics – quota/target management
- Exercise : Analyse my SIP !
- Case study

Total Rewards segmentation and personalisation

- The limits of a one-size fits all approach
- Identifying critical workforce segments
 - o Individual vs collective
 - o Balancing employee value and employer cos
- IRL : How 2 very different organisations performed their employee segmentation
- Designing personalised TR packages
 - o Where to get ideas
 - o Some examples
 - o Beyond direct remuneration
 - o Examples and advice
- The low-hanging fruit : targeted communication

Tips for being an effective Total Rewards professional

- Using data and storytelling to build credibility
 - o From data to intelligence
 - o A goodgraph is worth a thousand words
 - o Demonstrate your rationale
 - o 5 best practices
 - o Get Executive buy-in
- Timeless advice
- Key strategic reward issues and opportunities emerging in a post-pandemic world
- Lunch and learn – your growth journey

TESTIMONIALS

"The course is refreshing filled with information and rich discussion amongst participants and facilitator. Well done!"

AXA Insurance
Payroll Manager



"The facilitator was informed about the subject matter and practical examples in between assisted with in depth understanding.."

Dubai Islamic Bank
Senior Manager Total Rewards



"The course was very informative and structured well to meet our requirements. I find Caliber very supportive. I do appreciate your help and the knowledge learnt from you. I really look forward to my next training with Caliber and invite and encourage everybody to do the same.."

Abu Dhabi Airports
OD Head



"Fantastic, Intuitive, Interactive practical C&B workshop that equips us with the skills that will allow your company to attract and retain employees in an increasingly competitive pay market"

ENOC
HR Manager



To register yourself or a member of your organization or for further inquiries, please contact us via telephone or email
Discounts available for groups

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