



Mastering Total Rewards: Comprehensive Strategies for HR Professionals

04 - 08 Oct 2026
Muscat



Mastering Total Rewards: Comprehensive Strategies for HR Professionals

Ref.: 36239_60869 **Date:** 04 - 08 Oct 2026 **Location:** Muscat **Fees:** 5700 **Euro**

Course Overview

This course provides a comprehensive exploration of Total Rewards Strategy TRS, specifically designed for HR professionals seeking to enhance their strategic HR management and planning skills. The Total Rewards Management Course covers essential aspects such as compensation training, HR programs, and specialized topics including international tax planning, audit issues, and employee health programs. This course addresses gaps in HR analytics, compensation management, and international tax planning. It offers insights into HR planning, cost classification, and internal control systems.

Target Audience:

- HR Managers
- Compensation Analysts
- Financial Advisors
- Business Analysts

Targeted Organizational Departments:

- Human Resources
- Finance
- Operations

Targeted Industries:

- Healthcare
- Finance
- Manufacturing
- Government

Course Offerings:

- Understand HR Analytics
- Explore Different Compensation Models.
- Master Cost-Sensitive Classification
- Learn the Strategic Implementation of Total Rewards
- Foster a Strategic Mindset
- Promote Ethical Standards



Training Methodology:

The five-day course includes interactive sessions, case studies, and group work. With a balanced mix of theoretical foundation and real-world examples, we ensure your learning is holistic and practical.

Course Toolbox:

- Total Rewards Management Workbook
- Checklists.

Course Agenda:

Day 1: Introduction to Total Rewards Management

- **Topic 1:** Introduction to Total Rewards Strategy
- **Topic 2:** Role of Total Rewards in Talent Management
- **Topic 3:** Understanding Basic Financial Terms
- **Topic 4:** Business Strategy and Total Rewards Design
- **Topic 5:** Case Study: Effective Total Rewards Strategy
- **Reflection & Review:** Summarize key points and discuss takeaways

Day 2: Legal and Ethical Framework

- **Topic 1:** Legal Requirements in Compensation and Benefits
- **Topic 2:** Ethical Considerations in Total Rewards
- **Topic 3:** Discrimination and Equal Pay
- **Topic 4:** International Compensation and Benefits Laws
- **Topic 5:** Case Study: Avoiding Legal Pitfalls in Total Rewards
- **Reflection & Review:** Summarize key points and discuss implications

Day 3: Components of a Comprehensive Total Rewards Package

- **Topic 1:** Compensation: Base Salary and Hourly Wages
- **Topic 2:** Short-term and Long-term Incentives
- **Topic 3:** Benefits: Health, Retirement, etc.
- **Topic 4:** Well-being Programs and Employee Effectiveness
- **Topic 5:** Development Opportunities and Career Growth
- **Topic 6:** Recognition Programs and Non-monetary Benefits
- **Topic 7:** Case Study: Creating a Balanced Total Rewards Package
- **Reflection & Review:** Summarize key points and discuss balance in total rewards



Day 4: Implementing and Communicating Total Rewards Plans

- **Topic 1:** Steps in Implementing Total Rewards Plans
- **Topic 2:** Importance of Communication in Total Rewards
- **Topic 3:** Technology Tools for Total Rewards Management
- **Topic 4:** Addressing Employee Queries and Concerns
- **Topic 5:** Case Study: Successful Total Rewards Plan Rollout
- **Reflection & Review:** Summarize key points and discuss communication strategies

Day 5: Review and Future Trends

- **Topic 1:** Review of Key Concepts
- **Topic 2:** Current Trends in Total Rewards
- **Topic 3:** The Future of Remote Work and Its Impact on Total Rewards
- **Topic 4:** Challenges in Total Rewards Management
- **Topic 5:** Case Study: Adapting to Future Trends
- **Reflection & Review:** Summarize the course and discuss future learning objectives

How This Course is Different from Other Courses:

What sets this course apart is its comprehensive nature, merging HR objectives with financial and legal considerations. From the cash flow impact of payment terms formula to the nuances of international tax planning, this course covers all five elements of a Total Rewards strategy: compensation, benefits, well-being effectiveness, development, and recognition.



Training Course Categories

Agile PM and Project Management Training Courses

Certified Courses By International Bodies

Communication and Public Relations Training Courses

Data Analytics Training and Data Science Courses

Environment & Sustainability Training Courses

Finance and Accounting Training Courses

Governance, Risk and Compliance Training Courses

Human Resources Training and Development Courses

IT Security Training & IT Training Courses

Leadership and Management Training Courses

Legal Training, Procurement and Contracting Courses

Maintenance Training and Engineering Training Courses

Marketing, Customer Relations, and Sales Courses

Occupational Health, Safety and Security Training Courses

Personal & Self-Development Training Courses

Quality and Operations Management Training Courses

Secretarial and Administration Training Courses



Training Cities

Accra Ghana	Al Jubail Saudi Arabia	Amman Jordan
Amsterdam Netherlands	Athens Greece	Baku Azerbaijan
Bangkok Thailand	Barcelona Spain	Berlin Germany
Cairo Egypt	Cape town South Africa	Casablanca Morocco
Chicago USA	Doha Qatar	Dubai UAE
Frankfurt Germany	Geneva Switzerland	Istanbul Turkey
Jakarta Indonesia	Johannesburg South Africa	Kuala Lumpur Malaysia
Kuwait Kuwait	Langkawi Malaysia	Lisbon Portugal
London UK	Madrid Spain	Manama Bahrain
Marbella Spain	Milan Italy	Montreux Switzerland
Munich Germany	Muscat Oman	Nairobi Kenya
New York USA	Paris France	Phuket Thailand
Porto Portugal	Prague Czech Republic	Riyadh Saudi Arabia



Training Cities

Rome

Italy

San Diego

USA

Seoul

South Korea

Sharm El-Sheikh

Egypt

Singapore

Singapore

Tashkent

Uzbekistan

Tbilisi

Georgia

Tokyo

Japan

Toronto

Canada

Trabzon

Turkey

Vienna

Austria

Zanzibar

Tanzania

Zoom

Online Training