

COMPENSATION & BENEFITS STRATEGY MASTERCLASS

"MASTER THE TOOLS, FRAMEWORKS, AND STRATEGY TO DELIVER REWARD EXCELLENCE"

02 till 05 - February - 2026 | Dusit Thani Hotel, Dubai - UAE

MASTERCLASS INTRODUCTION:

Compensation & Benefits is a critical pillar of strategic HR—and one of the most technical. This intensive masterclass delivers a clear, practical understanding of C&B fundamentals and advanced practices. Covering everything from salary structures to incentive design, it helps you align rewards with performance, retention, and business outcomes. Complex topics are made simple through hands-on exercises, real-world examples, and structured frameworks.

COURSE METHODOLOGY:

This course is immersive, conversational, and application-focused. While key concepts are introduced to build a solid foundation, the emphasis is on practical tools, real-life case studies, and interactive learning. Methods include:

- Guided discussions and Q&A
- Individual and group exercises
- Reflective practice and collaborative work
- Case studies and optional role plays

Participants are encouraged to share real scenarios, making the experience highly relevant, personalized, and impactful.

WHAT YOU'LL GAIN:

By the end of the course, participants will be able to:

- Design and implement a strategic Total Rewards framework that aligns with organizational goals
- Build and manage competitive salary structures based on market data and job evaluations
- Align compensation with performance management and pay-for-performance systems
- Develop and evaluate incentive plans that drive business results
- Create impactful recognition and retention schemes that foster engagement and reduce turnover

You'll walk away with the tools, methodologies, and confidence to elevate your organization's Compensation & Benefits strategy.

WHO SHOULD ATTEND:

This course is ideal for professionals looking to enhance their expertise in Compensation & Benefits strategy, including:

- **Senior HR Leaders** – Heads of HR, Reward, Total Rewards, and senior HRBPs.
- **C-suite Executives** – CHROs, CFOs, and business leaders shaping talent strategies.
- **Compensation & Benefits Specialists** – Professionals managing pay structures, incentives, and retention programs.
- **HR Business Partners** – Advisors looking to influence reward decisions and support line managers.
- **Talent & Performance Leaders** – Managers integrating rewards with talent strategies.

This course is essential for professionals at all levels who want to build a more strategic, data-driven approach to Compensation & Benefits.

TRAINER PROFILE

Ms. Sandrine Bardot

- **Total Rewards Expert**
- **C&B Trainer, Speaker, Blogger & Consultant**
- **CEO & Founder CompensationInsider & The Bardot Group**

Sandrine Bardot is a globally known authority in Compensation & Benefits with over 30 years of international experience. Her career spans Europe, the Middle East, Africa, and Asia, where she has led, designed, and implemented high-impact Total Rewards strategies in a wide range of industries including technology, oil & gas, finance, retail, manufacturing, and public sector organizations.



She has held senior global and regional C&B leadership roles in iconic companies such as Philips, Apple, and Microsoft, and played a key role in shaping the Performance and Reward frameworks of major UAE-based groups like Majid Al Futtaim and Mubadala. Her work has consistently focused on aligning compensation practices with business goals, improving organizational performance, and enhancing employee experience.

As the Founder and CEO of both The Bardot Group and CompensationInsider, Sandrine provides strategic consulting, board-level advisory, and customized training in Compensation & Benefits across the GCC, Asia, and Africa.

A passionate educator, Sandrine is also a faculty member for prestigious global learning platforms like WorldatWork and AIHR, and formerly contributed to CIPD Middle East. Through her sought-after Compensation Insider blog, she shares valuable insights, practical frameworks, and real-world advice with thousands of HR professionals worldwide.

Her ability to translate complex C&B topics into clear, actionable strategies has made her one of the most trusted voices in the field. Whether through consulting, coaching, or training, Sandrine empowers HR leaders to master the technical and strategic dimensions of Compensation & Benefits and become true drivers of business impact.

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Section 1 : Defining Total Rewards

You will understand the “big picture” of defining your pay philosophy, and why it is a cornerstone of all other C&B activities.

- How it all fits together
- The reward mix
- Steps to designing a new compensation structure

Section 2 : From Job Descriptions to Defining a Grade Structure

You will learn how to write impactful job descriptions,. You will discuss different methods of performing job evaluations and how to decide on which grading structure is best for your organisation.

- 5 steps to a salary structure
- Job descriptions
 - Job architecture
 - Different formats for job descriptions
 - Writing impactful JDs
 - Communicating role expectations to employees
- Job evaluations
 - Why evaluate jobs ?
 - Overview of the main job evaluation methods
 - Typical triggers for large grading projects
 - Overview of different job evaluation methods (Hay, Mercer iPE, Willis Towers Watson, MEIR, Paterson...)
 - Designing your own job evaluation system
 - Examples of end result from different job evaluation approaches
 - All jobs are evaluated, now what ?
- Defining pay
 - Trade-offs when designing salary ranges
 - Narrow banding
 - Broad banding
 - An alternative

Section 3 : Setting Pay

You will learn why you should not have more than 3 salary ranges, and you will uncover how to flawlessly participate to salary surveys. You will also master the basics of mathematics for managing midpoints, and understand which elements to look at when updating your salary ranges.

- Participating in salary benchmarking
 - Why participate in surveys
 - What to benchmark
 - Preparing the survey file
 - Initial interpretation of the survey results
- Updating your salary ranges
 - What do I need to know for an up-to-date salary structure ?
 - Target position to market
 - The world of percentiles
 - Extrapolating percentiles from market data
 - Defining “the market”
 - Defining your peer group
 - Why we need to age data
 - Using survey results – special cases

Section 4 : C&B and Hiring

This section covers how the Compensation function interacts and supports Talent Acquisition in many different ways.

- Using surveys for recruitment and bidding
- Setting packages at the current market value
- What if a candidate is paid above the maximum of the salary range?
- Leveraging employee referral schemes
- Package negotiation

Section 8 : Retention, Recognition and Engagement

Discover metrics that indicate a potential decrease in employee engagement, watch recommendations from world-famous Dan Pink, and learn about designing recognition schemes.

• Employee engagement:

- Engagement and business results
- 3 measures for sustainable engagement
- Factors influencing employee engagement
- Hard metrics and soft metrics
- Autonomy, mastery and purpose
- Linking engagement to rewards

• Employee retention:

- Dispelling myths about retention schemes
- Designing your retention scheme
- In Real Life : a customer service retention scheme

• Recognition schemes:

- The value of recognition programs
- Combining 2 different approaches to recognition
- Special recognition : loyalty, Nationals, spot awards
- Peer-to-peer recognition

Section 5 : Performance Management, Today and Tomorrow

This section describes current practices in pay for performance as well as innovative trends and ways to reduce bias in performance evaluations

- Performance Management and Pay for Performance : common practice in the GCC
- Assess the effectiveness of your PM system
- Best practices :
 - Ratings
 - Distribution curve
 - Calibration
 - Performance Improvement Plans
- New trends :
 - Agile/continuous performance management
 - Reducing bias thanks to neuroscience,
- Tips for implementing pay-for-performance
- The role of line managers

Section 6 : Managing Base Pay : Salary Reviews, Promotions and Allowances

We will discuss which criteria to use for awarding salary increases and promotions, in which order to apply the increases, how to set your budget, and the principles behind merit matrices for individual salary increase recommendations. Promotions and managing allowances will also be covered.

- Salary increases :
 - Employee position in the salary range
 - Your pay philosophy : how does an employee move through the range ?
 - Different types of merit increases
 - Preparing the salary increases
 - The order of salary increases
 - Setting the budget
- Merit matrices
 - Example of a typical merit matrix
 - Principles in managing merit matrices
- Exercise : Out of cycle merit increase
- Promotions
 - Promotions numbers – background
 - Individual criteria for eligibility to promotion
 - Typical promotion increases in the GCC
- Allowances :
 - Trends in accommodation
 - Trends in education
 - Other trends

Section 7 : Incentives

This module covers some principles around incentive design, and discusses payout curves in detail. You will be able to understand the mechanics of the scheme in your organisation, so that you can perform payout calculations accurately.

- Background on incentives
 - What is the purpose of variable pay ?
 - Bonuses vs incentives
 - Different types of incentives – spotlight on profit-sharing, gainsharing, spot awards and milestone awards
 - Eligibility to various incentives
 - Tips for calculating bonuses
- Incentive plan design
 - Linking incentive design to company strategy
 - 5 questions to design an incentive plan
 - Fixed/variable pay ratio
 - Considerations on performance measures
 - Payout curve
 - Design ownership
 - Overview of various sales incentive plans



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REGISTRATION DETAILS:

Delegate 1

Name:

Job Title:

Email:

Mobile:

Delegate 2

Name:

Job Title:

Email:

Mobile:

Delegate 3

Name:

Job Title:

Email:

Mobile:

Delegate 4

Name:

Job Title:

Email:

Mobile:

Delegate 5

Name:

Job Title:

Email:

Mobile:

Note: In case of 6 or more nominations make a duplicate of this form & fill in the details.

ORGANIZATION DETAILS:

Company:

Address: (to be used on invoice):

Telephone:

Country:

AUTHORIZED BY:

Signature:

Name:

Job Title:

Email:

Date:

PAYMENT DETAILS:

Credit Card Holder's Details - To send Payment Link

First Name:

Last Name:

Email:

Country:

BOOK & PAY:

Actual Fee:

USD 4,495 per delegate.

Book before 01 January 2025, Pay:

USD 3,995 per delegate.

Group Discount:

Book 2-3 participants.

USD 3,795

Book 4-5 participants.

USD 3,495

Book 6 or more participants.

USD 3,195

All Pricing Excludes All Taxes

Payment Mode:

Payments will be made by Credit Card or by Bank transfer, an Invoice will be sent soon after we receive the signed & filled registration form.

Payment is required within 5 working days after the receipt of the invoice.

Session Timings:

09:00 am - 04:00 pm (UAE Standard Time)

TERMS & CONDITIONS:

Customer Information:

Fees include tuition, full course documentation, lunches, and refreshments for the duration of the programme. Delegates are responsible for their own travel and accommodation arrangements.

Incidental Expenses:

CorEvents is not responsible for covering airfare, hotel stays, or other travel costs incurred by registrants. Delegates are strongly advised to obtain the necessary travel visas at least 3 weeks prior to the course start date.

Invoicing & Payment Terms:

An invoice will be issued upon receipt of the registration form. Full payment is required within 5 working days of the invoice date. Participation in the course is only confirmed once full payment has been received.

Disclaimer:

CorEvents reserves the right to change or cancel any part of its published programme due to unforeseen circumstances.

Cancellation, Transfers & Substitutions:

Cancellations must be submitted via email. A full refund, less a \$100 administrative fee, is available for cancellations received at least 20 working days before the event. Cancellations received after this period, or non-attendance (no-show), are subject to the full course fee with no refund.

A one-time transfer to another course of the same value is allowed, provided the fee has been paid in full; 50% of the new course fee will be invoiced. Transfers must be used within 12 months. Replacement delegates are welcome at no additional charge, but must be confirmed in writing with full delegate details.

Programme Changes:

CorEvents reserves the right to change the course timing, venue, speaker, or content due to unforeseen circumstances. In the rare event of a cancellation by CorEvents, a full refund will be issued, less any applicable bank or service charges (up to 5%). CorEvents is not responsible for any other expenses incurred by the delegate.

Acknowledgement:

By registering, the client acknowledges and agrees to these terms. CorEvents will not be liable for any expectation or financial loss not explicitly covered herein.

In-House Trainings & Consultation:

If you're looking for Consultation OR if you have a number of delegates with similar training needs, then you may wish to consider having an In-House Training solution delivered locally onsite.

Course can be tailored to specific requirements.

Please contact Mibsam Ali on +92 304 2833695 or email mibsam@corevents.org to discuss further possibilities.