

Total Reward: from intention to experience, policies to practice

Tuesday 10 October 2023

Online workshop programme

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10.00 **Welcome**

- *Overview of aims and contents*
- *Discussion of delegate aims/priorities/needs*

10.15 **Introduction: History, definitions and current state**

- *History of total reward models and policies*
- *Benefits and problems with total reward*
- *The current state in the sector and UK on total reward: is it? Trends, themes and challenges*
- *Initial questions and discussion*

10.40 **My progress and key issues**

- *Individuals list own situation, actions to date and key successes, issues and plans*
- *Sharing of issues/learning*

11.05 **Why? Phases 1 and 2: Diagnosis and Direction Setting**

- *Overview of the four-phased total reward process*
- *Why? The business case and evidence supporting total reward strategies*
- *Phase 1: Diagnosis, key questions, work stages and outcomes*
- *Phase 2: Direction setting and drafting the Total Reward Strategy*
- *Exercises: goal setting and gap analysis, my total reward framework*
- *Discussion and comparisons*

11.50 **Quick Coffee Break**

12.00 **What? Phase 3: The Design**

- *Major external trends – pay structures and progression, benefits in a post-Covid Cost-of-Living crises world, health and wellbeing*
- *Exercise: current policy/practice analysis and change prioritisation, developing options and changes*
- *Sharing ideas and discussion*

12.25 **How? Phase 4: The Delivery**

- *Key questions, work stages and outcomes*
- *Communications and transparency: closing the gap, total reward statements, etc.*
- *Management and governance: risk analysis and management, the Rem Cos role*
- *Comms planning exercise*
- *Sharing and discussion:*

12.50 **Conclusions and Next Steps**

- *Summary of main points in the day*
- *Key learning takeaways*

13.00 **Close**