

F-TOP INSTITUTE

Learning from the Best Performing Companies



Learning Nugget - Compensation & benefits

Live 2-hour inspirational online session

Time to focus on "what moves the needle most" in compensation & benefits. This is one out of 16 Learning Nuggets. A 2-hour inspirational session where we present "Best practice in people management" through pitfalls, best practice, metric & target ranges and business cases.

Our Learning Nuggets represent the most significant and value creating best practice in people management. The Nuggets are developed by analysing more than 1500 companies worldwide, every year, and are based on more than 350 metrics and 4000 activities including business cases. Get the most important and valuable knowledge about how the top performers are performing people management. In every process there are only a handful of things which make the significant difference. This knowledge we gather every year and package for our clients. Each Nugget consists of a 2-hour session where we present, interpret, and discuss the significant top performer practice.

Content

Pitfalls

We share the 10 major pitfalls financially top performing companies avoid but many others falling into (anonymous voting during the Nugget regarding own organization).

Best Practice

The most significant practice is portrayed, and questions answered like (examples):

Best Practice

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- Do top performing companies invest effort into harmonizing compensation systems even in multinational environments?
- For which employee groups do top performing companies link individual performance to personal compensation?
- What are the trends regarding standardized compensation systems versus individualized reward packages?
- What is the scope of the comp & ben concept beyond the basic wage grid?
- How much room for individualized decisions should hiring managers have regarding packages offered to candidates?

Metric and target ranges

We give you the most important metrics to keep track on (going from old-world reporting to high value metrics) including the target ranges most successful organizations reach.

Business cases

We show why impact and top line focus is even in special times more important than pure cost focus. You will get to know the financial impact the process has on the business.

Date

18th January 2022 9.00 – 11.00 or

10th February 2022 9.00 – 11.00 or

11th March 2022 9.00 – 11.00

Price EUR 645,00

Participants

No matter if your current role is working in HR as executives, managers, business partners, HR professionals, HR generalists, HR specialists, HR experts, COE professionals, analysts, recruiters, talent managers and service professionals you will benefit from participating.

Tutors

Our Learning Nuggets are facilitated by international trainers and coaches with proven impact in HR, coaching, management consulting and blended learning.
