

HUMAN RESOURCES | COURSE BROCHURE

Reward and Recognition Strategy

5 days | Classroom training | English

SMART HORIZON

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The Netherlands

Explore current programmes

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Course content

Why attend

Reward shapes who joins, who stays and how people behave. This course helps HR leaders design total reward strategies: pay philosophy, salary structures, benefits, variable pay, non-financial recognition, communication of reward and measuring the effectiveness of reward spend.

Reward budgets are large, but employees often do not value what is offered. You will learn to design reward that attracts, motivates and retains.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Strategy workshops, market data exercises, recognition programme design and case studies.

Course objectives

By the end of this course, participants will be able to:
• Define a total reward philosophy
• Design salary structures and pay progression
• Evaluate benefits and variable pay options
• Build recognition programmes
• Communicate reward effectively
• Measure reward effectiveness

Target audience

This course is suitable for:
• Reward and compensation managers
• HR directors and managers
• HR business partners
• Finance partners
• Business owners



Course content

Target competencies

Participants will develop competencies in:

- Reward strategy
- Pay structure design
- Benefits evaluation
- Recognition design
- Communication

Course outline

Day 1: Total Reward

09:00–10:08	Reward elements
10:08–11:00	Philosophy and positioning
11:00–11:30	**Coffee break**
11:30–11:45	Philosophy and positioning (continued)
11:45–12:53	Market data
12:53–14:00	Exercise

Day 2: Pay Structures

09:00–10:08	Grades and ranges
10:08–11:00	Progression
11:00–11:30	**Coffee break**
11:30–11:45	Progression (continued)
11:45–12:53	Pay equity
12:53–14:00	Workshop

Day 3: Benefits and Variable Pay

09:00–10:08	Benefit options
10:08–11:00	Incentives and bonuses
11:00–11:30	**Coffee break**



Course content

11:30–11:45	Incentives and bonuses (continued)
11:45–12:53	Cost management
12:53–14:00	Exercise

Day 4: Recognition

09:00–10:08	Non-financial recognition
10:08–11:00	Peer recognition
11:00–11:30	**Coffee break**
11:30–11:45	Peer recognition (continued)
11:45–12:53	Programme design
12:53–14:00	Case study

Day 5: Communication and Measurement

09:00–10:08	Total reward statements
10:08–11:00	Employee perceptions
11:00–11:30	**Coffee break**
11:30–11:45	Employee perceptions (continued)
11:45–12:53	Effectiveness metrics
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Dubai Confirmed dates	16 Nov 2026	20 Nov 2026	**€3,150.-**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**€1,250.-**
Paris Confirmed dates	7 Dec 2026	11 Dec 2026	**€2,860.-**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.-**
London Confirmed dates	11 Jan 2027	15 Jan 2027	**€2,450.-**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.-**
Vienna Confirmed dates	1 Feb 2027	5 Feb 2027	**€2,940.-**
Online Confirmed dates	1 Feb 2027	5 Feb 2027	**€1,250.-**
Frankfurt Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,650.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.-**
Barcelona Confirmed dates	8 Mar 2027	12 Mar 2027	**€2,840.-**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,250.-**
Dubai Confirmed dates	29 Mar 2027	2 Apr 2027	**€3,150.-**
Online Confirmed dates	29 Mar 2027	2 Apr 2027	**€1,250.-**
Istanbul Confirmed dates	19 Apr 2027	23 Apr 2027	**€2,650.-**
Online Confirmed dates	19 Apr 2027	23 Apr 2027	**€1,250.-**
Cape Town Confirmed dates	10 May 2027	14 May 2027	**€1,890.-**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Kuala Lumpur Confirmed dates	31 May 2027	4 Jun 2027	**€1,450.-**
Online Confirmed dates	31 May 2027	4 Jun 2027	**€1,250.-**
Cape Town Confirmed dates	14 Jun 2027	18 Jun 2027	**€1,890.-**
Online Confirmed dates	14 Jun 2027	18 Jun 2027	**€1,250.-**
Vienna Confirmed dates	5 Jul 2027	9 Jul 2027	**€2,940.-**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**€1,250.-**
Rome Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,450.-**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.-**
London Confirmed dates	16 Aug 2027	20 Aug 2027	**€2,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	16 Aug 2027	20 Aug 2027	**€1,250.-**
Amsterdam Confirmed dates	6 Sept 2027	10 Sept 2027	**€2,540.-**
Online Confirmed dates	6 Sept 2027	10 Sept 2027	**€1,250.-**
Barcelona Confirmed dates	20 Sept 2027	24 Sept 2027	**€2,840.-**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.-**
Cape Town Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,890.-**
Online Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,250.-**
Rome Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,450.-**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Dubai Confirmed dates	22 Nov 2027	26 Nov 2027	**€3,150.-**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.-**
Rome Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,450.-**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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