

Strategic Compensation Design



21 January 2026 (Wednesday)
9:30am – 5:30pm
CPD Hours: 7



Member HK\$ 2,200
New member HK\$ 3,445

A meaningful C&B strategy that helps motivate staff to go the “extra mile” is essential for organisation success. This workshop will equip participants with knowledge and field-proven techniques to **design a compensation system that helps align staff performance with corporate business strategies and advocate the “pay-for-extra” culture.**

Contents

- ✓ Definition of compensation
- ✓ Common types of compensation, benefits and non-financial rewards in the market
- ✓ Aligning compensation strategies with business directives and corporate values
- ✓ 5 factors to consider when developing compensation strategies
- ✓ Introduction to strategic compensation management
- ✓ Writing effective job descriptions for various positions
- ✓ Conducting job evaluation step-by-step
- ✓ Developing grade & salary structure
- ✓ Analysing market pay trend data
- ✓ How economic trend influences compensation design
- ✓ Designing long-term and short-term incentive schemes
- ✓ Linking the incentive scheme with performance measurement results

ENROL NOW



Trainer

Mr Wilson Chu
Principal Consultant, HMI Consulting



Cantonese
(with English materials)



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(3-minute walk from Ngau Tau Kok MTR station exit A)