

## Future of Pay: Modern Compensation Strategies

13 – 14 October 2025 The Majestic Hotel Kuala Lumpur



**Dr. Fermin Diez** PhD, SPHR, GRP, IHRP-MP, FSID  
Top HR Influencer & Professional Speaker



# 1

## Course Overview

**Pay structures are changing. If you're still using the old ways, you're already falling behind.**

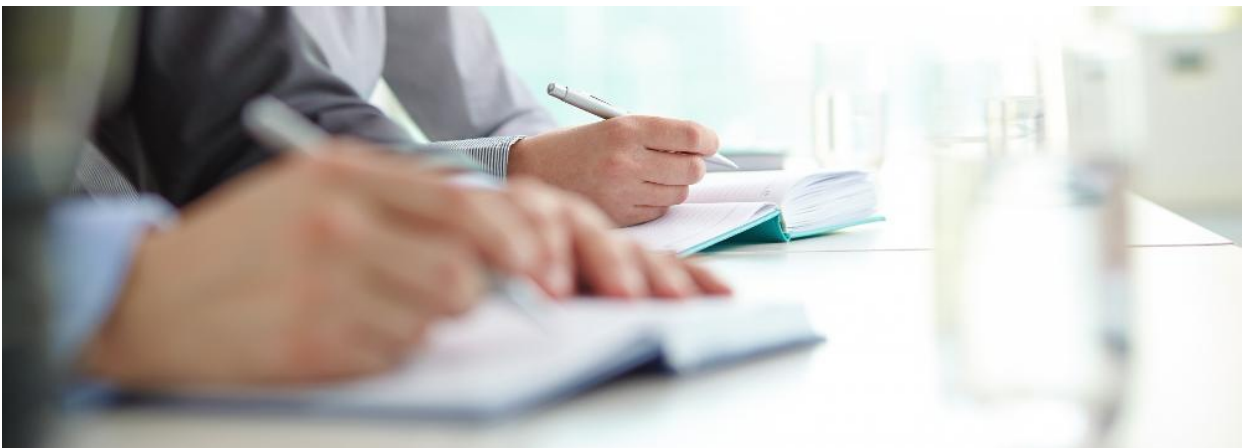
Today's workforce is different. With remote teams, gig workers, and multiple generations under one roof, traditional salary models just don't cut it anymore. If your company doesn't evolve, you risk losing talent, falling out of sync with business needs, and missing out on what truly drives performance.

That's why this two-day course is designed for HR and compensation professionals like you who know it's time to move forward with smarter, more future-ready strategies.

On Day 1, we'll help you **rethink the foundation of pay**. You'll learn why old pay systems are no longer effective, and how to design flexible, skill-based, and data-driven compensation models. We'll also cover how to handle non-traditional work setups like freelancers and remote teams all through case studies and interactive exercises you can apply immediately.

On Day 2, we shift the **focus to performance and variable pay**. You'll explore forward-thinking approaches like OKRs, agile performance management, flexible pay mixes and yes, even how cryptocurrency is entering the scene. We'll also tackle sensitive topics like pay equity for gig and remote workers and walk you through how to get buy-in from leadership and roll out these changes with confidence.

*The way people work has changed, it's time your pay strategy changes too.*



## 2 Course Lead Trainer



**Dr. Fermin Diez** PhD, SPHR, GRP, IHRP-MP, FSID  
Top HR Influencer & Professional Speaker

**Dr. Fermin Diez** brings unparalleled expertise in human resources, consulting, and academia, spanning over 40 countries. With a PhD from Singapore Management University, an MBA from The Wharton School (University of Pennsylvania), and a Psychology degree from the University of Michigan, he combines deep academic knowledge with practical industry insights. He has advised multinational corporations, public sector organizations, and C-suite executives on Total Rewards, Executive Compensation, Sales Compensation, HR Strategy, and HR Analytics. His impressive client portfolio includes AIA, Citibank, ANZ, Banco Santander, and the Asian Development Bank. He has also held key leadership roles, serving as Regional Head of HR for large MNCs across Asia Pacific and Latin America and as Deputy CEO and Group Head of HR for Singapore's National Council for Social Service.

Dr. Fermin is an Adjunct Professor at the National University of Singapore, Singapore Management University, and Nanyang Technological University. He has authored three influential books, including *Human Capital and Global Business Strategy* and *The Remuneration Handbook: International Edition*. With over 20 years of teaching WorldatWork courses worldwide, he has shaped the learning journeys of HR professionals globally. Dr. Fermin has also served on numerous advisory boards, including Jurong Health Systems, Children's Cancer Foundation, and the WorldatWork Global Advisory Council. As a Fellow of the Singapore Institute of Directors, he plays a key role in shaping corporate governance and HR practices. His contributions to HR have earned him recognition as a Top HR Influencer in Asia, and he continues to be a sought-after speaker at global forums on topics like Compensation, Strategic HR, Talent Management, Mergers & Acquisitions, and HR Analytics.

# 3 Course Objectives & Benefits

## Objectives

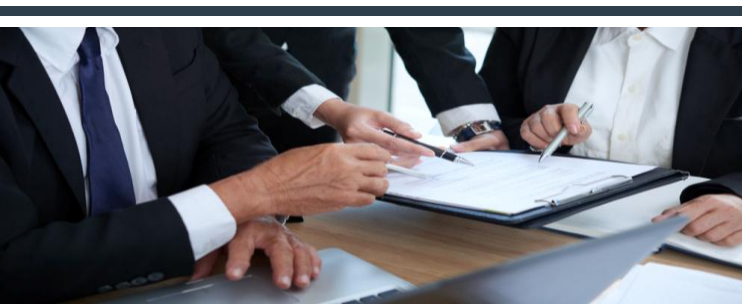
By the end of this course, you will be able to:

- ✓ Clarity on why traditional pay structures no longer work and **how you can start redesigning rewards** that truly reflect today's workforce in Malaysia.
- ✓ The **confidence to use data** to solve real compensation challenges from salary benchmarking to performance-linked rewards.
- ✓ A practical framework to test and **implement new pay models** so you can introduce change with less risk and stronger business buy-in.
- ✓ The tools to **connect pay with skills, agility, and impact** to help your organisation stay competitive, fair, and future-ready.

## Benefits to Your Company

Why your organisation can't afford to wait:

- ✓ You're competing for top talent, but outdated pay models won't win them over. This course helps your team **design rewards that speak to the expectations** of today's workforce.
- ✓ Your decisions need to be backed by data not assumptions. Equip your team with the tools to **analyse, justify, and defend pay strategies** at every level.
- ✓ You want change, but not chaos and that's why your team will learn how to **pilot new compensation models safely** before rolling them out organisation-wide.
- ✓ You're building for the future and that starts with linking pay to skills, agility, and business outcomes. This course ensures your **reward strategy moves in step with your company's growth**.



# 4 Course Agenda

## Day 1

### Redefining Reward Strategies and Foundations

#### Module 1: Introduction to Future Rewards for Future Work

- Overview of changing work dynamics (millennials, gig, remote work).
- Limitations of traditional reward approaches.
- Importance of data-driven decision making in modern HR practices.

#### Module 2: Data-Driven Decision Making in Rewards

- Framework for data-analytic thinking.
- Using data to address reward-related challenges.
- Applications to base pay, variable pay, and overall reward strategies.

#### Module 3: Pilot Testing Compensation Strategies

- Designing pilot tests for new compensation models.
- Using data to validate or challenge existing hypotheses on compensation.
- Steps to design and implement pilot tests in reward strategies.
- Collecting and analyzing data from pilot tests.
- Case studies of successful pilot tests in reward strategies.
- Developing action plans based on pilot test outcomes.

#### Module 4: Base Pay Strategies for the Future

- Challenges with traditional base pay structures.
- Pay for skills and competencies.
- Designing effective base pay for non-traditional work arrangements.

#### Module 5: Case Studies and Practical Applications

- Real-world examples of successful reward strategies.
- Interactive group activities to apply learned concepts.

#### Course Schedule:

08:30-09:00	09:00-10:30	10:30-11:00	11:00-13:00	13:00-14:00	14:00-15:30	15:30-16:00	16:00-17:00
Registration	Upskilling	Break	Upskilling	Break	Upskilling	Break	Upskilling

#### Note:

All modules will be delivered across Day 1 and Day 2. However, the trainer may adjust the sequence, modify content, or emphasize specific topics based on the delegates' skills and experience.

# 5 Course Agenda Day 2

## Day 2 - Variable Pay, Performance, and Implementation

### Module 6: Future of Variable Pay

- Alternate forms of variable pay (flexible pay mix, cryptocurrency).
- Designing variable pay for gig, part-time, and remote workers.
- Aligning variable pay with business objectives and employee engagement.

### Module 7: Redesigning Pay for Performance

- Understanding employee motivation.
- OKR methodology and agile performance management.
- Metrics for evaluating pay-for-performance programs.

### Module 8: Benchmarking and Compensation Trends

- Adapting salary surveys for non-traditional work arrangements.
- Future trends in employee rewards and compensation.
- Pay equity for remote and gig workers.

### Module 9: Implementation and Getting Buy-In

- Practical steps for implementing new reward strategies.
- Strategies for gaining approval from management and stakeholders.
- Communicating changes effectively to employees.
- Tools for administering new pay programs

### Module 10: Conclusion and Q&A

- Recap of key concepts and takeaways.
- Open discussion for questions and real-world problem-solving.

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# 6 Who Should Attend

This course is ideal for HR and business professionals who are involved in designing, managing, or influencing compensation and rewards strategies, including:

Role	Relevancy	Why?
<b>HR Managers &amp; HRBPs</b>	★ ★ ★	You're leading people strategies. This course equips you to modernise pay to attract and retain top talent.
<b>Compensation &amp; Benefits Specialists</b>	★ ★ ★	You design reward structures. This course gives you fresh, data-driven models to future-proof your pay systems.
<b>HR Directors / Heads of HR</b>	★ ★ ★	You set direction. This course ensures your compensation strategy supports business agility and growth.
<b>Payroll &amp; Rewards Managers</b>	★ ★ ★	You manage execution. This course helps you understand new models and implement them accurately.
<b>Talent Management Leads</b>	★ ★	You drive engagement and retention to align pay with skills and performance which will also elevate your talent strategy.
<b>Organisational Development Managers</b>	★ ★	You shape the future workforce learn. Learn how to integrate reward innovation into long-term planning.
<b>People &amp; Culture Leads</b>	★ ★	You champion employee experience to gain insights on how future-fit pay models improve motivation and fairness.
<b>Strategy / Transformation Teams (HR/People)</b>	★ ★	You lead innovation. This course gives you tested frameworks to rethink and evolve compensation systems.
<b>Business Unit Heads / Line Managers</b>	★ ★	You manage performance and teams. Help you to understand modern pay strategies for the reward outcomes more effectively.

★ ★ ★ Highly Relevant   ★ ★ Relevant   ★ Somewhat Relevant

# 7 Our Past Sessions





# Let's Level Up!

Are you ready to empower your skills and ultimately elevate your career?



**Standard Fee : RM4,500/pax**  
**Group Fee : RM4,350/pax (min 3 pax)**

- ✓ Fees are per participant & inclusive of 8% SST.
- ✓ This course is **partially claimable** through HRD Corp Claimable Course (SBL-KHAS) Scheme: Employer-Specific Course with maximum claimable amount of RM3,500/pax. Amount difference will be invoiced to the company.
- ✓ **[Optional]** Add a **1-night stay** at the event hotel for a discounted rate of **RM400 nett**.

**Step 1:** Click the registration link here:

- <https://www.skill-lyft.com/workshop-series-registration-form> or scan the QR code below and complete the online form.



**Step 2:** We'll review your submission and email the relevant documents:


- If applying for HRD Corp grant: You'll receive supporting documents to complete your grant application.
- If not applying for grant: You'll receive an invoice for direct payment.

Need help or have questions?  
Reach out to us at [registration@skill-lyft.com](mailto:registration@skill-lyft.com)



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