2-Day Corporate Training

Skill-Lyft

Future of Pay: Modern Compensation Strategies

Gig work, remote roles, flexible arrangements and multigenerational teams are changing employee expectations around pay and rewards. This practical course helps HR and rewards professionals modernise compensation strategies while maintaining alignment with business priorities. Participants learn how to use workforce data, skills-based pay, variable rewards, salary benchmarking and pay equity principles to design more relevant and sustainable reward strategies.

What You Will Learn

- Understand emerging reward practices for a changing workforce.
- Make stronger compensation decisions using workforce data.
- Develop skills-based and modern base-pay strategies.
- Design flexible variable pay and performance rewards.
- Apply salary benchmarking and pay equity principles.
- Build stakeholder support for new reward strategies.

Who Should Attend

- HR Directors & Heads of HR
- Compensation & Benefits Professionals
- Total Rewards Professionals
- HR Business Partners
- Talent & Performance Management Professionals
- People Analytics & Workforce Planning Professionals
- Business Leaders involved in reward decisions

Lead Trainer

Dr. Fermin Diez

Dr. Fermin Diez is an HR expert, professional speaker, university professor and recognised thought leader with global experience across consulting, corporate leadership and academia. He advises boards and C-suite executives on HR analytics, Total Rewards, executive compensation and HR strategy. He teaches at NUS, SMU and NTU, has written three books including The Remuneration Handbook, and has trained HR professionals for more than 20 years.

Focus Areas

1. **Future Workforce & Reward Trends**
2. **Data-Driven Compensation Decisions**
3. **Skills-Based & Base-Pay Strategies**
4. **Variable Pay & Performance Rewards**
5. **Salary Benchmarking & Pay Equity**
6. **Reward Implementation & Stakeholder Support**

AVAILABLE FOR IN HOUSE TRAINING | **HRD CORP CLAIMABLE** | **CUSTOMISABLE**

INTERESTED IN TRAINING YOUR TEAM?
Contact us at hello@skill-lyft.com or +60 11-3613 4122 to request a detailed proposal.