Elevora
Global Training

COURSE BROCHURE

Compensation and Benefits Design

Human Resources

Code	Duration	Formats	Language	Certificate
HR-103	**5 or 10 days**	**Classroom, live online, in-house, blended**	**English or Arabic**	**Certificate of completion**

A practical human resources course covering total reward strategy, job evaluation methods and designing salary structures and grades. Run as a 5-day core or 10-day extended programme, in 16 cities, live online or in-house, and fully customisable for your team.

About this course

Compensation and Benefits Design gives delegates a structured, practical understanding of total reward strategy and job evaluation methods, then builds the skills to apply designing salary structures and grades, benefits and allowances design and pay equity and reward governance in real work. Sessions are led by practitioners with at least 15 years in the field.

Who should attend

HR managers, business partners, talent and L&D specialists, and line managers who lead people.

What you will learn

- Total reward strategy
- Job evaluation methods
- Designing salary structures and grades
- Benefits and allowances design
- Pay equity and reward governance

5-day course outline

Day 1	**Total reward strategy**	Concepts, standards and terminology, with a diagnostic exercise to baseline the group.
Day 2	**Job evaluation methods**	Methods and tools explained step by step, with worked examples from real operations.
Day 3	**Designing salary structures and grades**	Hands-on practice in small groups using realistic data, cases and templates.
Day 4	**Benefits and allowances design**	Case studies of successes and failures, and how to apply the lessons in your organisation.
Day 5	**Pay equity and reward governance**	Integration exercise, final knowledge check and a personal action plan.

10-day extended programme

Includes the full 5-day outline, plus a second week of applied work:

Day 6	**Applied workshop: Total reward strategy** — Deeper practice with your own data or site examples.
Day 7	**Applied workshop: Job evaluation methods and designing salary structures and grades** — Group exercises that combine methods from week one.
Day 8	**Field case study: Benefits and allowances design** — A detailed industry case worked through from start to finish.
Day 9	**Advanced practice: Pay equity and reward governance** — Tools, templates and checklists to take back to work.
Day 10	**Assessed project and presentation** — Each delegate presents an improvement plan and completes the final assessment.

Upcoming classroom dates

More dates, cities and live online sessions on request.

Dates	City	Length	Fee per delegate
16 Nov 2026 to 20 Nov 2026	Dubai	5 days	**$2,450**
14 Dec 2026 to 25 Dec 2026	London	10 days	**$6,250**
4 Jan 2027 to 15 Jan 2027	Amsterdam	10 days	**$6,250**
14 Feb 2027 to 25 Feb 2027	Riyadh	10 days	**$4,450**
15 Mar 2027 to 26 Mar 2027	Kuala Lumpur	10 days	**$4,450**

Fees per delegate (2026 to 2027)

Format	5 days	10 days
Classroom: Dubai, Istanbul, Cairo, Kuala Lumpur	**$2,450**	**$4,450**
Classroom: London, Europe, Singapore	**$3,450**	**$6,250**
Live online	**$1,450**	**$2,650**
In-house, group of up to 15	**From $12,900**	**From $23,500**

Classroom fees include tuition, materials, lunch and refreshments, and a certificate. 10% group saving for 3 delegates, 15% for 5 or more.

Tailored to your team

Change the level, language, length (1 to 20 days) and format, add topics from other courses or entirely new topics, and include your own case studies, site visits or exam preparation. Build it online for an instant indicative fee.

Register or request an in-house proposal

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