

Compensation Management Workshop for the Development Community

A three-day training course designed especially for HR professionals working in the international development community

Case studies drawn from the NGO Local Pay Survey program

LEARN FROM THE EXPERTS

Birches Group consultants have extensive experience assisting development organizations with compensation management. This course will provide you with the fundamentals you need to manage your organization's reward program.

COMPENSATION MANAGEMENT TRAINING

- Learn the basics of how to manage your staff compensation
- Understand how surveys are designed and how to use them
- Creating salary structures

WHO ARE YOU?

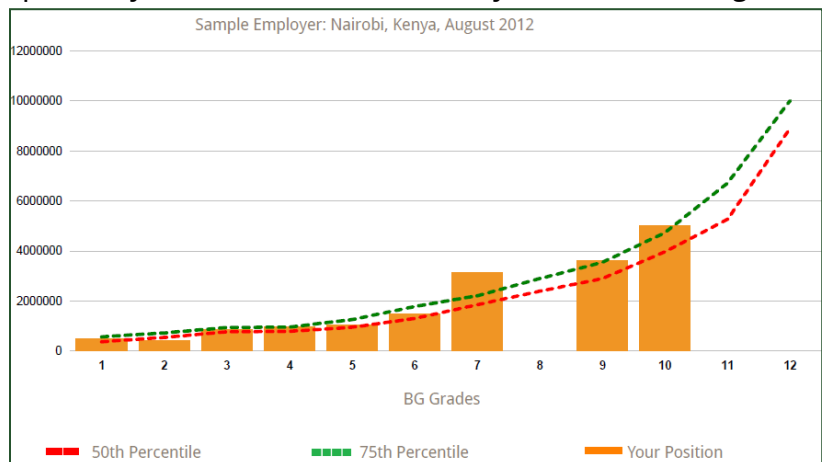
- How to diagnose the effectiveness of your compensation policy
- Aligning reward to your Employee Value Proposition
- Selecting the *right* market proxy

BUILDING YOUR SALARY SCALE

- Three judgments *and a prayer!*
- Spans and inter-grade differentials
- The art of the pay curve
- Alignment to mission

SUSTAINING YOUR POSITION

- Importance of annual benchmarking
- Communications and transparency
- Managing special situations



SAVE THE DATES:

- February 3-5, 2015 - [Addis Ababa, Ethiopia](#)
- March 10-12, 2015 - [Johannesburg, South Africa](#)
- April 14-16, 2015 - [Istanbul, Turkey](#)
- May 4-6, 2015 - [Manila, Philippines](#)

- *Fee - US\$1,500 per participant*
- *Early Bird Fee - US\$1,350 per participant*

- **Early Bird Deadline:**
 Addis Ababa - **December 22, 2014**
 Johannesburg - **January 12, 2015**
 Istanbul - **February 9, 2015**
 Manila - March 5, 2015

Workshop Fee includes welcome cocktail, lunch and coffee breaks each day, and all program materials.
Transportation and lodging are not included.

Contact: training@birchesgroup.com