# Strategic

## COMPENSATION PHILOSOPHY DESIGN

### COURSE OVERVIEW

Defining the strategic "North Star" for how the organization rewards value, moving beyond administration to philosophy.

### COURSE OBJECTIVES

- Articulate a clear Compensation Philosophy (Lead, Lag, or Match).
- Determine the optimal Pay Mix (Fixed vs. Variable).
- Design Total Rewards Statements to communicate value.

### SKELETON OUTLINE

- The Philosophy: What do we pay for? (Performance vs. Competence).
- Market Positioning: Defining the Peer Group.
- Communicating Pay: The Transparency Spectrum.
- **Exercise:** Drafting a Compensation Philosophy Statement.

## HR RISK MANAGEMENT & AUDITS

### COURSE OVERVIEW

Adopting a governance mindset to identify, assess, and mitigate human capital risks.

### COURSE OBJECTIVES

- Create an HR Risk Register (Reputational, Operational, Legal).
- Understand the "Three Lines of Defense" model.
- Conduct a mock HR audit.

### SKELETON OUTLINE

- Categorizing HR Risks: Strategic, Operational, Compliance, Financial.
- The HR Audit Framework.
- Governance and Ethics.
- **Activity:** Conducting a "Pre-Mortem" Risk Assessment.

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