



*Training Course:
HR Leadership/Compensation Benefits*

*5 - 9 April 2027
Milan (Italy)*

Training Course: HR Leadership/Compensation Benefits

Training Course code: HR235190 From: 5 - 9 April 2027 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

This advanced training program, designed by [Global Horizon Training Center](#), equips HR professionals with the strategic leadership capabilities and technical expertise required to manage modern Human Resource functions—particularly in the critical area of [compensation and benefits management](#).

In today's competitive environment, organizations must adopt [data-driven compensation strategies](#), [strong leadership practices](#), and [employee-centric reward systems](#) to attract, motivate, and retain top talent. HR leaders are expected not only to design competitive packages but also to align rewards with [organizational performance](#), [culture](#), and [long-term strategy](#).

This program integrates [HR leadership](#), [total rewards strategy](#), [employee engagement](#), and [HR analytics](#), enabling participants to lead HR functions effectively and contribute directly to organizational success.

Program Objectives

By the end of this training program, participants will be able to:

- Understand and apply [HR leadership principles](#) in modern organizations
- Design and manage [competitive compensation and benefits frameworks](#)
- Develop strategies for [talent attraction and retention](#) through total rewards
- Enhance [leadership](#), [communication](#), and [team management skills](#)
- Align HR initiatives with [organizational goals and business strategy](#)
- Utilize [HR metrics and analytics](#) for informed decision-making

Target Audience

This program is designed for:

- HR Professionals and HR Managers
- Compensation and Benefits Specialists
- Talent Acquisition Specialists
- HR Business Partners
- Aspiring HR Leaders
- HR Consultants and Organizational Development Professionals
- Entry-level to experienced HR practitioners seeking advancement

Training Outline

Day 1: HR Leadership Foundations

- Introduction to HR leadership and its strategic importance
- The evolving role of HR in organizational success
- Leadership styles and their impact on team performance
- Building and managing high-performing HR teams
- Emotional intelligence and leadership effectiveness

Day 2: Compensation and Benefits Strategy

- Compensation philosophy and reward strategy design
- Job evaluation and salary structure development
- Designing competitive compensation packages
- Employee benefits programs financial and non-financial
- Legal and regulatory compliance in compensation and benefits
- Introduction to Total Rewards frameworks

Day 3: Talent Attraction and Retention through Rewards

- Understanding employee motivation and reward drivers
- Linking compensation to performance and engagement
- Strategies for attracting high-quality talent
- Retention techniques and reward-based engagement models
- Measuring employee satisfaction and reward effectiveness

Day 4: Leadership and Communication Excellence

- Advanced leadership and influence skills for HR leaders
- Communication strategies across organizational levels
- Conflict resolution and negotiation techniques
- Coaching and mentoring for team development
- Building trust and fostering collaboration

Day 5: Strategic Alignment and HR Analytics

- Strategic HR planning and alignment with business objectives
- HR metrics and analytics in compensation and workforce planning
- Designing and monitoring HR KPIs
- HR's role in organizational transformation and change management
- Final workshop: Developing an integrated HR and rewards strategy

Registration form on the Training Course: HR Leadership/Compensation Benefits

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

Delegate Information

Full Name (Mr / Ms / Dr / Eng):
Position:
Telephone / Mobile:
Personal E-Mail:
Official E-Mail:

Company Information

Company Name:
Address:
City / Country:

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
Position:
Telephone / Mobile:
Personal E-Mail:
Official E-Mail:

Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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