QUEST
Professional Center

PROFESSIONAL TRAINING COURSE

Course No. 1977

Executive Compensation & Rewards Governance Training Course

COMPENSATION, BENEFITS, TOTAL REWARDS & PAYROLL
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION
5 Days

DELIVERY
Classroom

Course Overview

The Executive Compensation & Rewards Governance Training Course provides a strategic framework for designing, governing, evaluating, and overseeing executive compensation and reward arrangements. The program focuses on creating executive reward systems that support organizational strategy, sustainable performance, leadership accountability, talent retention, and long-term value creation while maintaining appropriate governance and transparency.

Participants will examine the key components of executive compensation, including fixed compensation, short-term incentives, long-term incentives, benefits, allowances, deferred rewards, retention arrangements, and performance-based remuneration. The course explores how executive reward packages can be structured around organizational objectives, leadership responsibilities, risk considerations, and measurable performance outcomes.

A central focus is placed on executive compensation governance and decision-making. Participants will examine the roles of boards, remuneration committees, senior management, HR, finance, and other stakeholders in establishing reward policies, approving executive packages, reviewing performance outcomes, and maintaining appropriate oversight. The program also addresses internal equity, market competitiveness, pay-for-performance alignment, and responsible reward practices.

Through executive compensation case studies, governance scenarios, reward benchmarking exercises, incentive design activities, and board-level decision simulations, participants will develop the ability to assess executive reward structures and strengthen governance practices. The course concludes with an integrated framework for executive compensation strategy, performance alignment, risk oversight, reporting, communication, and continuous review.

Objectives

- By the end of the course, participants will be able to:
- Explain the strategic principles and governance requirements of executive compensation.
- Assess the relationship between executive rewards, organizational strategy, and long-term value creation.
- Evaluate the main components of executive compensation packages.

- Design executive reward structures aligned with leadership responsibilities and performance.
- Establish appropriate short-term and long-term incentive mechanisms.
- Define meaningful performance measures for executive compensation.
- Align executive incentives with sustainable organizational performance.
- Apply market benchmarking principles to executive compensation decisions.
- Evaluate internal equity and executive pay positioning.
- Identify compensation risks and unintended incentive behaviors.
- Strengthen governance roles and decision-making responsibilities for executive rewards.
- Apply appropriate oversight mechanisms to executive compensation arrangements.
- Evaluate the financial and organizational impact of executive reward decisions.
- Develop transparent executive compensation policies and governance processes.
- Analyze executive compensation data to support board and management decisions.
- Establish a framework for periodic review and continuous improvement of executive compensation.

Who Should Attend

This course is designed for board members, remuneration and compensation committee members, chief executive officers, senior executives, HR directors, human capital leaders, compensation and benefits managers, total rewards specialists, and professionals responsible for executive compensation strategy and governance.

It is also suitable for finance leaders, legal and compliance professionals, corporate governance specialists, risk professionals, HR business partners, reward analysts, and senior management professionals involved in executive appointments, performance evaluation, compensation decisions, or organizational governance.

The program is particularly relevant to government entities, banks and financial institutions, oil and gas organizations, multinational corporations, listed and privately held companies, and large institutions seeking to strengthen executive accountability, reward governance, performance alignment, and long-term organizational value.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Assess the effectiveness of an organization's executive compensation framework.
- Evaluate executive compensation against organizational strategy and leadership priorities.
- Analyze the components and structure of executive reward packages.
- Develop appropriate executive compensation philosophies.
- Establish short-term and long-term incentive structures for senior leaders.
- Select performance measures that encourage sustainable executive performance.
- Evaluate executive compensation against relevant market benchmarks.
- Assess executive pay positioning and internal equity considerations.
- Identify potential risks arising from executive incentive arrangements.
- Develop governance mechanisms for executive compensation decisions.
- Define the responsibilities of boards, committees, management, and HR in reward governance.
- Evaluate executive performance outcomes for compensation purposes.
- Analyze compensation scenarios and their financial implications.
- Prepare executive compensation reports and decision-support information.
- Strengthen transparency, consistency, and accountability in reward decisions.
- Develop an executive compensation governance and continuous review framework.

Course Outline

DAY 01

Executive Compensation Strategy and Reward Philosophy

- Strategic role of executive compensation.
- Executive rewards and organizational value creation.
- Executive compensation philosophy.
- Linking leadership rewards with organizational strategy.
- Components of executive compensation.
- Fixed compensation and executive benefits.
- Short-term and long-term rewards.

DAY 01 — CONTINUED

- Allowances, deferred rewards, and retention arrangements.
- Executive compensation and talent attraction.
- Executive retention and succession considerations.
- Principles of responsible executive reward design.

PRACTICAL APPLICATION

Evaluate an executive compensation package and identify its alignment with organizational strategy, leadership responsibilities, and long-term value creation.

DAY 02

Executive Incentives and Performance-Based Rewards

- Principles of executive incentive design.
- Short-term incentive programs.
- Annual executive performance awards.
- Long-term incentive principles.
- Performance-based compensation mechanisms.
- Selecting executive performance measures.
- Financial and strategic performance indicators.
- Individual versus organizational performance.
- Threshold, target, and maximum performance levels.
- Incentive payout structures.
- Balancing performance motivation with organizational risk.

PRACTICAL APPLICATION

Design a performance-based executive incentive plan with appropriate measures, targets, performance thresholds, and payout mechanisms.

DAY 03

Executive Compensation Benchmarking and Market Positioning

- Executive compensation market practices.
- Selecting appropriate peer and comparator groups.
- Executive compensation benchmarking.
- Interpreting market compensation data.
- Market percentiles and executive pay positioning.
- Internal equity and executive pay relationships.
- Pay competitiveness and talent-market pressures.
- Critical leadership roles and scarcity premiums.
- Evaluating total executive compensation.
- Compensation adjustments and market movement.
- Managing differences between market competitiveness and internal equity.

PRACTICAL APPLICATION

Conduct an executive compensation benchmarking exercise and develop recommendations for appropriate market positioning.

DAY 04

Rewards Governance, Board Oversight and Risk Management

- Principles of executive compensation governance.
- Roles of the board and remuneration committee.
- Responsibilities of senior management and HR.
- Compensation approval and decision-making processes.
- Executive performance evaluation and reward decisions.
- Governance policies and delegated authorities.
- Managing conflicts of interest.
- Executive compensation risk management.
- Incentive risk and unintended behaviors.

DAY 04 — CONTINUED

- Documentation, controls, and auditability.
- Transparency and responsible executive compensation practices.

PRACTICAL APPLICATION

Conduct a board-level executive compensation governance simulation and evaluate alternative reward decisions from strategic, financial, performance, and risk perspectives.

DAY 05

Executive Compensation Analytics, Reporting and Continuous Improvement

- Executive compensation analytics.
- Analyzing pay and performance relationships.
- Evaluating executive compensation outcomes.
- Financial impact and reward affordability.
- Executive compensation reporting.
- Board and committee decision-support reports.
- Monitoring performance and incentive outcomes.
- Reviewing competitiveness and governance effectiveness.
- Periodic executive compensation reviews.
- Managing changes to executive reward structures.
- Strengthening accountability and transparency.
- Building sustainable executive rewards governance.

FINAL WORKSHOP

Develop an integrated Executive Compensation & Rewards Governance framework for a selected organization, covering compensation philosophy, executive reward components, performance measures, incentive structures, market benchmarking, internal equity, governance roles, board oversight, risk controls, analytics, reporting, communication, and a continuous review roadmap.

Register or Request More Information

Course page: https://quest-training.com/courses/executive-compensation-rewards-governance-training-course
Website: https://quest-training.com
Email: info@quest-training.com
Phone: +905016771440