FOUNDATIONS OF EXECUTIVE COMPENSATION

For HR professionals at the manager/director level

Open enrollment!

hrpolicy.org/foundations

Key Takeaways

- ☑ Understand the components of executive compensation programs and their key drivers.
- ☑ Gain insights into the regulatory landscape and its impact on program design.
- ☑ Learn how different stakeholders influence the executive compensation process.

Who Should Attend

HR professionals in managerial or director-level roles looking to deepen their knowledge and broaden their skillset in executive compensation.

Overview

This self-paced, online course is an excellent introduction to the world of executive compensation. Designed for professionals who are beginning their journey in this field, **Foundations** offers core insights into compensation program design, regulatory frameworks, and the key stakeholders involved. Whether you're looking to expand your HR experience or transition into executive comp, this course is designed to build your foundational knowledge in a flexible, engaging format.

Cost

- **Center Members:** Complementary
- **HRPA Members (non-Center):** $1000 per participant

FUNDAMENTALS OF EXECUTIVE COMPENSATION

For Senior HR leaders such as CHROs, Heads of Total Rewards, or Talent

hrpolicy.org/fundamentals

Key Takeaways

- ☑ Explore the broader context of executive compensation and its alignment with company strategy.
- ☑ Engage in interactive discussions on advanced compensation strategies and challenges.
- ☑ Build the skills to lead compensation strategy at the highest levels of your organization.

Who Should Attend

Senior HR leaders, such as CHROs, Heads of Total Rewards, and Talent, who are looking to develop a strategic perspective on executive compensation and strengthen their ability to drive compensation decisions at the senior executive level.

Overview

For those in more strategic, senior roles, **Fundamentals** is a live, instructor-led course that takes a deeper dive into the complexities of executive compensation. This 3-day, 9-hour program offers a higher-level, interactive learning experience designed to expand your understanding of compensation design and the broader strategic context in which it operates. Led by our expert faculty, this course is designed for leaders who want to explore advanced topics in a collaborative setting and gain actionable insights that can be applied directly to their organizations.

Cost

- **Center Members:** $995 per participant
- **HRPA Members (non-Center):** $1750 per participant

Key Differences at a Glance

Course	Target Audience	Delivery Format	Focus	Cost for Center Members
Foundations	HR professionals at the manager/director level	Self-paced, online	Core knowledge, fundamentals of executive compensation	**Complementary**
Fundamentals	Senior HR leaders (CHROs, Heads of Total Rewards, etc.)	Live, instructor-led (3 days)	Advanced strategy, deeper dive into compensation design	**$995**

Which Course Is Right for You?

- **FOUNDATIONS:** Perfect if you're new to executive compensation or in a managerial role looking to build a strong knowledge base and gain exposure to the field.

- **FUNDAMENTALS:** Best for senior HR leaders looking to elevate their strategic perspective on executive compensation and address complex challenges in an interactive environment.