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Aon Hewitt Learning Center is on a mission to provide real learning to help HR impact business outcomes. We bring together our consulting insights and capability building expertise to create highly-specialized learning journeys for HR professionals.
Gain leaders’ trust to sharpen the human capital agenda

Navigate across contexts to create tangible impact

Understand business imperatives, connect people initiatives

Effective Partnership

Technical Expertise

Business Acumen
Our Capabilities

1. Flagship certificate courses for HR professionals
2. Bespoke HR capability journeys for organizations
LEARNING EXPERIENCE

1. Register
2. E-Learners
3. Learning Lab
4. Online Discussion
5. Assignment
6. Comprehensive Assessment
7. Get your courseware
8. Connect with peers
9. Learn from our best consultants
10. Reinforce your learning
11. Certify your learning
Point of View

Our Learning Anchors
EFFECTIVE WINNING PEOPLE STRATEGIES

Business Strategy

People Requirements

People Strategy

Business Capability

Talent Supply

Capability Growth

High Performance
ELEMENTS OF TOTAL REWARDS STRATEGY

Transaction Rewards

Compensation
• Base Pay
• Short Term Incentives
• Equity Participation
• Financial Recognition

Benefits
• Health
• Retirement
• Paid time off
• Welfare

Development
• Performance Management
• Learning
• Career Development
• Opportunities

Environment
• Culture & Climate
• Work Design
• Flexibility
• Affiliation

Relational Rewards

Individual Rewards

Collective Rewards
LINKING INTERNAL EQUITY

- Job Analysis
- Agreed Role Descriptions
- Compensation Design
- Performance Management
- Organizational Analysis
- Career Development and Succession Planning

JOB EVALUATION
IMPACT OF MARKET BENCHMARKING

Total Rewards Strategy = fx

External Competitiveness

How do our rewards programs and practices compare to the relevant external market?

Financial Considerations

What is the relative cost of our rewards and practices?

Talent Strategy

What is our talent strategy, given our business direction and priorities?

Employee Preferences

How do our rewards programs and practices compare to the relevant external market?
METHODOLOGIES FOR SALARY STRUCTURING

Flexibility Market Focus

Market Reference Points

Control Internal Focus

Broad Bands

Multiple Grades
BREAKING DOWN ANNUAL BUDGETING

MIB
- Merit Increase Budget

MKB
- Market / Special Adjustment Budget

DAB
- Develop and Adhoc Budget

PIB
- Promotion Increase Budget
DESIGN SHORT TERM INCENTIVES AND UNDERSTAND LONG TERM INCENTIVES
Course Curriculum

Deploy structured Rewards practices to drive performance.
Learning journey spanning across four contact classes and a comprehensive online assessment

Day 1: Winning People Strategies
Day 2: Introduction to Rewards Strategy
Day 3: Salary Structure, Design & Annual Budgeting
Day 4: STI & Introduction to LTI
Assessment

*Active for one year
EVALUATION CRITERIA

- Final Assessment can only be taken after attending all six modules
- Minimum 50% is required in the final assessment
- At least 50% aggregate score is required to complete the certification
Objectives

• Understand the strategic styles and core capabilities of different organizations through SWOT analysis in order to determine relevant employee competencies and create a compelling work environment

• Understand how to align talent supply strategy with business strategy and reflect on your organization’s talent supply strategy

• Understand how to align the reward strategy with business strategy and reflect on your organization’s high performance strategy

• Understand capability requirement for different organizations and reflect on your organization’s capability growth strategy

Outcomes

• Ability to examine the common business issues which companies are facing today and learn if these issues are people or process related

• Improve personal effectiveness and credibility by building the essential skills needed to engage business leaders and line managers in meaningful conversations about the business

Winning People Strategies
Design a people strategy aligned to business objectives
Objectives

• Understand how to align your reward strategy with your business strategy, explore how different business strategies require different people strategies

• Learn how to apply Aon Hewitt Improving Business Results Through People model to define the unique people requirements for your organization

• Develop a detailed reward strategy (what elements to emphasize, how to determine internal equity, competitive positioning, measuring performance, etc.)

Outcomes

• Contribute to the development of key components of compensation strategy

• Appreciate the linkages with other systems to articulate a rewards strategy which is aligned with business objectives

• Articulate the organization's rewards strategy for managers and employees

Rewards Strategy
Align rewards strategy to ensure high performance
3 Internal Equity

Employ Job Evaluation to ensure consistency and fairness

Objectives

- Develop a job description template that meets the needs for job evaluation, selection and recruitment
- Conduct training workshops to guide managers and/or employees on completion of job descriptions
- Understand the methodology of the job evaluation tool and the job evaluation process
- Provide specialist knowledge to aid decision making in a job evaluation committee

Outcomes

- Learn to use compensation management tools like Job Description and Job Evaluation to establish internal equity
- Develop capability to establish and evaluate internal equity in the organization
- Use training workshops and forums to onboard relevant stakeholders for the process of Job Evaluation
Objectives

• Choose comparators & benchmark positions
• Market pricing skills practice
• Talk to the business about pay
• Business evolution & job evaluation

Outcomes

• Evaluate strengths and weaknesses of data providers & understand the job matching methodology of the vendor and how it relates to your own organization
• Conduct job matching to select appropriate job by function and level to vendor’s database
Objectives

• Build a salary structure
• Determine salary increases
• Communication prioritization

Outcomes

• Refine salary structure based on market information and business needs
• Manage annual budgeting exercises to determine salary increases by performance and pay position

Salary Structure Design and Annual Budgeting

Design a framework for sound pay management; allocate budgets and manage salary transitions
Objectives

- Overview of short-term incentive plans
  - Definition
  - Categories
  - Plan Selection

- Design a short-term incentive plan
  - Design process
  - Key issues
  - Funding
  - Implementation and communication
  - Evaluation
  - Case study to apply the learning

- Introduction to long-term incentives

Outcomes

- Learn the basics and trends of short-term incentive plans
- Develop skills on process of plan design, and practice the skill through exercises and discussion
- Understand the common issues in plan implementation and communication and their corresponding solutions
- Develop understanding of long-term incentive plans
Architects

Anandorup Ghose leads Aon Hewitt’s Rewards practice for South Asia. Prior to this role, he managed several client relationships in the Middle East, Asia Pacific and India in the areas of executive compensation design and benchmarking, long term incentive plan design, sales incentive plan design, governance structure definition, remuneration committee advisory etc.

Moreover, he has also worked on some large scale merger integration projects with clients in the region, primarily in the field of telecom, financial services and oil and gas. His key clients include the Aditya Birla Group, Mahindra, Genpact and Tata Consultancy Services.

Anandorup is a regular speaker at several executive compensation forums in industry associations such as All India Management Association, FICCI, and Anchorage Society for Human Resource Management.

He is ardent reader of the Economist and whenever time permits he loves to travel and experience new cultures.

Anandorup Ghosh
Dean,
Aon Hewitt
Learning Center

Anandorup’s Mantra
*Culture eats strategy over breakfast*
Peter Drucker
Roopank Chaudhary is currently the India Head for McLagan (Aon Hewitt’s Financial Institutions Practice). Apart from building thought leadership and content capability for this vertical, he manages key client relationships with large Indian banks, multinational/investment banks, insurance/asset management companies, non-banking financial companies as well as financial services conglomerates across the country.

He leads Insurance at McLagan for the Asia Pacific region. He led the integration of the Hewitt Associates FI business and McLagan in India following the Aon Hewitt merger in 2010. His key solution areas include rewards strategy, structuring and benchmarking, job description & evaluation, organization structuring, performance management system design, HR audit, and productivity benchmarking.

He dons the hat of editor at the Total Rewards Quarterly (TRQ) Magazine, an Aon Hewitt quarterly publication showcasing thought leadership and rewards trends in India. He regularly contributes white papers and articles on HR and reward trends in financial services.

He is an avid reader of fiction, writes poetry, follows Bollywood, loves cricket and takes out time to travel frequently.

Roopank Chaudhary
Director, Head
Mclagan, India

Roopank’s Mantra
That which does not kill us makes us stronger
Friedrich Nietzsche
Anirban leads Aon Hewitt’s Rewards Consulting practice for its IT Product and Engineering Design verticals. He is also responsible for leading the Research and Insights group and New Client Acquisition for the IT/ITES industry. In his time with Aon Hewitt, he has worked with several prominent organizations in these sectors to help them rethink their approach to managing rewards through insights into market best practices and compensation trends.

Anirban specializes in the area of Broad Based Compensation with expertise in domains like Rewards Strategy articulation, Market Pricing, Pay Range Design, Budget modeling, Organizational Structure and Design, Process and Policy audits, Short term incentive design and Rewards Communication solutions.

Prior to joining Aon Hewitt, Anirban was primarily engaged with the IT and Professional Services sector with notable organizations such as Dell, where he worked as the Global Lead for Compensation for its Application and BPO Businesses, Accenture, where he lead compensation for its Management Consulting business and benefits for overall Accenture India and IBM where he worked as a Compensation Partner for its IT Infrastructure Support Businesses and Global Initiatives.

Anirban’s Mantra

Success is short-lived without risk and innovation
Self
Vamsi leads the Rewards Consulting practice for ITeS Industry vertical for Aon Hewitt India and handles some of the key relationships in this space. Vamsi is the Captives subject matter expert and has partnered with clients while pitching for on shore opportunities.

Vamsi has led many compensation benchmarking, diagnostic and design projects in the ITES & IT sector. He has led complex projects involving benchmarking and design, job evaluation, rewards benchmarking, pay range design and compensation structuring. He also partners with clients in workforce optimization and spend optimization initiatives.

Vamsi brings diverse industry experience, notably from the Technology and FMCG sectors. Prior to Aon Hewitt he was with Nokia India in Chennai as a lead in setting up their HR Shared services operations support Nokia Globally.

His key clients include JP Morgan, WNS, Barclays, Deloitte and RBS among others.

Vamsi has masters in Human Resource Management from XLRI, Jamshedpur and a Bachelors in Mechanical Engineering.

Vamsi's Mantra

Opportunity lies where challenges are

Jack Ma
Navneet Rattan is a Industry Leader with Aon Hewitt’s Compensation practice in South Asia. In this current role, he leads Aon Hewitt’s Compensation business for the Services Industry vertical which includes Telecom, Retail, Hospitality, Professional Services, Real Estate, Infrastructure, Media, Airline and Publishing. Additionally, Navneet holds extensive experience in Pharmaceutical & FMCG sectors.


He has also led multiple DD/M&A projects from Compensation & Benefits point of view and has been involved both audit, pre-merger as post-merger work.

His key clients include: Bharti Group, Tata-Teleservices, Vodafone, Idea, Indus Towers, Ericsson, Spencers, Lifestyle, Shoppers Stop, Sony, Star, Viacom, Walmart, Marriott, Starwood, Taj, Jubilant Foodworks, Yum Restaurants.

An Graduate in Commerce from Shaheed Bhagat Singh College, University of Delhi, 2003, Navneet also holds a Diploma in Computer Science from NIIT.

Navneet Rattan
Senior Consultant
Rewards Consulting (Services), India

Navneet's Mantra
If I asked people what they wanted, they would have asked for a faster horse.
Henry Ford
An engineer and MBA by education, Prakhar is involved in human capital consulting assignments and is responsible for Business Development, Project Management and Delivery.

He leads Life Insurance relationships in India and works closely with MNC and Local Banks in India and Sri Lanka. He has project managed and overseen large and complex consulting assignments in the Financial Institutions both in MNC and PSU space. His key solution areas include Performance Management System Design, Reward Strategy design and implementation, Succession Planning framework, Compensation Benchmarking, Job Evaluation, Variable Pay and Sales incentive Design.

Prior to his current stint at McLagan, Prakhar has worked with The Boston Consulting Group as a Specialist Consultant and with Deutsche Bank as HR Business Partner for Global Transaction Bank, Asset and Wealth Management, Investment Bank and Global Markets. At Deutsche Prakhar lead a few key regional projects in the capacity of Asia Pacific lead. He was awarded the Global HR recognition award at Deutsche Bank and has represented the bank at the Economic Times young leaders award.

Along with a University Gold Medal in Engineering, Prakhar holds a masters in Human Resources from Tata Institute of Social Sciences.
Poonam is a senior consultant in Aon Hewitt’s Talent and Rewards consulting practice. She leads the compensation business for the Consumer & Life Sciences Industry in India.

Poonam has been with the firm for over 9 years. She has rich experience in the area of compensation & benefits consulting across FMCG/D, Pharmaceutical, Engineering Manufacturing, and Retail industries. Her consulting experience spans across working with local and multinational clients in India and South East Asia.


Poonam has played an pivotal role in institutionalizing flagship research studies for Aon Hewitt India, namely, Campus Compensation Study, Employee Preference Study, Salary Increase Survey, Workforce Analytics Study among others.

She also leads the facilitation of Aon Hewitt Learning Centre programs for Compensation professionals in India.

Poonam did her graduation in Economic honors from the Delhi University and holds a degree in German language from Max Mueller Bhavan, Delhi.

Poonam’s Mantra
To do a common thing uncommonly well brings success
Henry J. Heinz
Registration Details

Take the leap: simple three step registration and welcome real learning
COMMERICALS, CALENDAR & CONNECT WITH US

Learning Center
Classroom sessions
32 hours

Course Calendar
Click to view

Terms & Conditions
Click to view

Online Discussion Board
Active for one year

Participant Handbook
Pre-reads
10 hours

Certification
Aon Hewitt Certified Rewards Professional

Connect with us
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Course Fee (inclusive of taxes)
₹65,000*

Participation will be confirmed post payment
*Special batch pricing to celebrate 4 years of CRP
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