



February 23rd
2023



9am-5pm



Pakistan Society for
Training & Development



TOTAL REWARDS MANAGEMENT

WITH AMAN SAHIBZADA

INTRODUCTION:

HR is becoming more strategic and dynamic day by day, the focus on rewards has evolved from a niche specialty to a mainstream driver. From being viewed as an area primarily built around policy management, rewards has turned into a tool that adds value and depth to stakeholder management. Whether it is formulating practices for the right talent, going through an organization restructure, or looking to gain maximum benefit out of performance management, organization are turning to rewards expertise.

Therefore, it is more important to push the status quo and focus on developing these reward capabilities, even in non-reward HR teams.



FEES
PKR 42,500 / + ST
(NON-MEMBER)
PKR 41,000 / + ST
(MEMBER)



Location:
PSTD

**MODE
CLASSROOM**



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HOW DO WE DO THAT?

The key is to simplify the intricacies and then explain the science, minus the complication. The session begins with an overall introduction of rewards and its evolution. The participants will then be taken through the characteristic of an effective total reward package, how to use market data and maximize returns on talent acquisition, management practices and the importance of a rewards business partnering approach. Concluding with a focus on an in-depth workshop on rewards and varying practices.

AREAS COVERED DURING THE SESSION:

- ✔ Introduction and Evolution of Total Rewards
- ✔ Categorizing Total Rewards
- ✔ The "How and What" of Market Data
- ✔ Rewards Strategic Partnering
- ✔ Creating an Effective Total Rewards Package



TRAINER PROFILE:

Aman Sahibzada

Total Rewards Expert

Aman Sahibzada is a focused individual who has emerged as one of the leading HR professionals in Pakistan, in a relatively short time. With over 18 years of experience in HR, he has held various senior-level positions in leading Multi-National Companies.

He is currently the Compensation & Benefits Service Center Lead for Asia at GSK, where he has been for the past 10 years. Before this role at GSK, he held responsibilities of Regional/Cluster reward roles for Asia and Middle East/ Africa regions. He started his career with ABN Amro Bank within the compensation and benefits. He has held different HR positions with organizations such as UBL, Faysal Bank, and Royal Bank of Scotland. Aman is a rewards specialist, viewing it as one of the key catalysts towards a dynamic work culture and environment of today. His experience coupled with his passion gives him the grasp to build knowledge and awareness around relevant reward concepts and practices as well as their strategic utilization.

