



GRAHALL

Total Rewards Strategy

4-DAY INTENSIVE TRAINING SIMULATION

CLASSROOM / ONLINE / SELF STUDY



GRAHALL

845 Third Avenue, 6th Floor , New York, NY
(646) 290-5129 phone (646) 290-5001 fax WWW grahall.com



Hands On Instruction for Immediate Application

The Grahall Learning Institute provides hands on instructional courses and training simulations for Directors, Executives, Human Resource Professionals, and Consultants interested in increasing their effectiveness in designing, implementing, and monitoring Total Rewards programs.

Why Total Rewards? Total Rewards align an organization's business, people, and rewards strategies into a coherent message that reinforces the behaviors required to drive personal and business success.

Why Us? Our courses provide hands on instruction and training simulations on advanced topics you won't find elsewhere, and we provide the content, tools, and techniques that enable you to immediately apply what you've learned. We don't teach students how to take training courses – we teach them how to design Total Rewards programs.

Total Rewards Strategy

This 4-day intensive training course covers the Grahall Total Rewards methodology for reviewing, developing, and implementing a coordinated suite of pay and non-pay programs that enable an organization to better execute on its business strategy. Participants learn how to use the Grahall conceptual model, processes, and tools by engaging in hands-on instruction that simulates the design experience. As a result, registrants have the knowledge and skill to develop a Total Rewards Strategy system by the end of the course.

During the session, participants will engage in a team-based learning experience conducted by a leading expert in the design and application of Total Rewards Strategy. Participants will have the opportunity to learn, apply, and experiment with course material through a variety of case studies, both conceptual and from participants' prepared examples.

Four day sessions are designed to provide participants with enough depth of learning so they can design and implement a Total Rewards Strategy system for their organization(s). Although, some organizations are very complex and will require the coordination of internal and external resources, participants will have enough knowledge to understand what questions to ask in order to work with their consultants to obtain the help they need to fine tune their system.



Participant Objectives

More so than other courses, we stress “doing” over “lecturing.” Course highlights and objectives include:

- Learn the Grahall Total Rewards Strategy Conceptual Model.
- Walk through the actual process.
- Design and implement a system.
- Use actual and hypothetical case studies.
- Learn through hands on simulations.
- Engage in 1-on-1 Mentoring Sessions.

Participants are expected to complete required reading prior to the course and to prepare and share knowledge of pay and performance issues from their own company. Participants should be prepared to work hard, network with other senior executives and directors, enjoy the beautiful scenery, and have some fun along the way.

This is the course that traditionally has been offered only to senior consultants at major consulting firms. Professionals from all over the U.S. come to us to increase their effectiveness at designing and implementing Total Rewards programs.

Why A Simulation?

Educational courses explain “why” and “what.” Our instruction emphasizes the “how.” We provide hands on instruction that teach participants how to effect real improvement in the design and implementation of their companies' Total Rewards programs. With each of our courses, you will leave with the information, analytical tools, and process steps required for you to implement the best solution for your situations .

1-on-1 Mentoring

To enhance the learning experience, participants will have access to a mentor who will provide individual and team-based mentoring sessions throughout the four days. Mentors may be used to provide council and advice to teams executing case study design examples. Mentors are also available to discuss confidential business or rewards strategy issues currently affecting attendees in a 1-on-1 session.

2009 Course Information and Highlights

2009 COURSE DATES

June 17—21st
September 17—21st
December 17—21st

COURSE LOCATIONS

Cavendish, Vermont
Onsite by Request

WHO SHOULD ATTEND

Boards of Directors
C-Level Executives
Senior HR Professionals
Consultants

CLASSROOM SIZE

Participation Limit: 20
Number of Teams: 4
Team Composition: 5

INCLUDED MATERIAL

Course Modules
Master and Mini Case Studies
Design & Implementation Manuals
Consultant's Toolkits

Course Materials

BEFORE THE COURSE

Learning Expectations
Organization Profile
Synopsis of the Grahall books
Grahall Research Studies
Selected Case Studies
Selected Articles

DURING THE COURSE

Course Lecture
Case Studies
Design & Implementation Manuals
The Consultant's Toolkit

AFTER THE COURSE

Access to HR Library
Grahall Premium Subscription
2 Free Ask The Expert Hours
2 Free Web tool Expert Hours

4-Day Course Agenda

- Day 1** Introduction and Background
- Introduction to the Solution and Tools
 - Phase I: Evaluation
 - Phase II: Total Rewards Philosophy and GAP
- Day 2** Creation of Alternative Reward Architectures
- Create and apply criteria for alternative selection
- Day 3** Design the direct compensation reward components
- Design the indirect compensation reward components
 - Design the Development Rewards
 - Design the Work life profile of the Company
- Day 4** Special Design Groups
- Executive Total Rewards
 - Director Total Rewards
 - Sales Force Rewards
 - Upside and Downside Contingencies
 - Implementation Plans

What do the pros have that you don't? Access to detailed process steps, a range of design alternatives, and a list of analytical and diagnostic tools as long as your arm. Let us share with you the tools that senior consultants have used for years. We'll show you what they are and how to use them. Let us be part of your success story.

Request A Course Option

Requesting custom, private training with the Grahall Learning Institute is a cost effective way to ensure that your employees receive focused skills and concepts as a team, and to produce direct impact on your organization's productivity and job performance. By customizing the training to meet your unique needs, you can ensure that everyone in your organization shares a common vision about the latest in business, people, and rewards strategy and execution. Courses can be conducted on-site at your facility, off-site at one of our facilities, or at another location of your choice.

Team Option

During the session, participants will engage in a team-based learning experience conducted by a leading expert in the design and application of Total Rewards Strategy. Participants will have the opportunity to learn, apply, and experiment with course material through a variety of case studies, both conceptual and from participants' prepared examples. Come to the course and join a team, or bring your team with you!

Onsite Option

On-site training enables you to efficiently train your staff without incurring high travel costs, or lost time as a result of being away from the office. More employees can take advantage of the programs where group sessions are an integral aspect of the training. We will tailor your on-site engagement to meet your development needs and schedules to get the best value from your training dollars.

Real-Time Design Option

Why come to our training course, practice your skills on case studies, and then go home, only to start the process all over again? If you decide to engage us for the Real-Time Design Option, we will provide you with a custom, onsite 4-day session where we help you review your company's rewards programs, and then develop and implement a Total Rewards System under the supervision of a leading expert in the field.

Confidentiality Notice

In the course of this training program, instructors and other attendees may furnish certain confidential information relating to ideas, client situations and other information associated with the course content and topics. Course participants agree to use such confidential information only for the purposes of enhancing their learning and understanding of Total Rewards Strategy and will otherwise hold such information completely confidential.

Insider Trading Disclosure

Information discussed during a training session does or may fall under material facts subject to insider trading regulations. Any instructor, facilitator, or attendee who receives such information may be regarded as a primary information recipient under insider trading regulations. Information available during general or specific case studies, or in general conversation, is not subject to the insider trading regulations after it is made public. However, attendees are asked to note that they may be in violation of insider trading regulations if they sell or buy the shares of any other company whose employees are attending the course not later than 12 hours after any information that is not made public is disclosed to at least two media sources.

Intellectual Property Rights

Intellectual Property of Grahall, LLC. All materials distributed and utilized as part of this training class are protected by copyright and intellectual property rights of Grahall, LLC. Your receipt and use of these materials does not disavow or cancel those protections.

Copyright Information

Certain product names mentioned in this brochure are the registered trademarks of Grahall, LLC. All other product names mentioned in this web site are the trademarks or registered trademarks of their respective owners and are mentioned for identification purposes only. Note that any program, publication, design, product, process, software, technology, information, know-how, or idea described in this brochure may be the subject of other rights, including other intellectual property rights, which are owned by Grahall, LLC or other interested parties and are not licensed to you hereunder.

Course Lectures

Lectures are the main teaching mode in Course Modules. They allow the instructor to introduce, illuminate, and explore key issues pertinent to each Module. Each Module begins with a Course Lecture, is followed by a Mini Case Study, and ends as students rejoin their teams to practice their newfound knowledge and skills using the Master Case Study.

Case Studies

Our courses place a high degree of emphasis on the use of case studies to produce the hands-on training that facilitates faster and better learning. Each Course Module is accompanied by Mini Case Studies to illustrate basic concepts during lectures. Then, participants are able to practice their skills on the Master Case Study, which provides hands-on practice and encourages discussion among team members.

All of the course content listed here is available for purchase through Grahall Omnimedia (our online store front) as a self study option. Of course, if you register for the course, you receive it all as part of the course material.

Design and Implementation Manuals

Each rewards program component has a supporting Design and Implementation Manual. These manuals take you through the entire component design process, from high level overview to design alternatives, to the actual term sheets you would provide to your attorney for the drafting of the plan. Expert guidance helps you anticipate major issues, process steps, and references specific tools from the toolkits to help you design the program that is right for your company.

Consultant's Toolkits

These toolkits are a supplement to every Course Module and Design and Implementation Manual that requires a supporting tool. Tool types include analytical tools, case study tools, concept tools, diagnostic tools, logic tools, process tools, and research tools, all provided in an easy-to-access, easy-to-use format. What sets our courses apart? We not only explain "what" and "why" — we show you "how" and give you the tools to do it!

Course Modules and Tools Index

All Course Modules, Tools and Procedures, and Special Groups and Situations are available through the Grahall Institute as 1-Day Courses. Visit our website or contact us for more information to schedule a course that suits your needs.

CODE	COURSE / COURSE MATERIAL TITLE
TRS	Total Rewards Strategy 4-Day Course
TRS-1	Module 1: Introduction to Total Reward Strategy and Tools (Prerequisite to All Courses)
TRS-2	Module 2: Evaluating the Need for Change
TRS-3	Module 3: Creation of the Total Rewards Philosophy and GAP
TRS-4	Module 4: Alternative Reward Architectures
TRS-5	Module 5: Create Criteria for Selection and Process for Selection of Reward Components
TRS-6	Module 6: Alternative Reward Architectures Program Component Details
TRS-6-TPB	Tools & Procedures: Base Salary Calibration and Benchmarking
TRS-6-TPI	Tools & Procedures: Incentive Plan Design
TRS-7	Module 7: Program Component Details Indirect Compensation
TRS-7-TPHW	Tools & Procedures: Health & Welfare Plans
TRS-7-TPRP	Tools & Procedures: Retirement Plans
TRS-7-TPSB	Tools & Procedures: Supplemental Benefits Design & Perquisites
TRS-7-TPEC	Tools & Procedures: Employment Contracts and Severance Agreements
TRS-8	Module 8: Special Group Situations
TRS-8-SGD	Special Group: Director Rewards
TRS-8-SGE	Special Group: Executive Rewards
TRS-8-SGC	Special Group: CEO Rewards
TRS-8-SGS	Special Group: Sales Force Rewards
TRS-8-SSSR	Special Situation: Strategic Responses to Anticipated Revenue Losses
TRS-8-SSTS	Special Situation: Total Rewards Strategy in a Turnaround Situation
TRS-9	Module 9: Upside and Downside Contingencies
TRS-10	Module 10: Implementation Plans
TRS-10-TPCP	Tools & Procedures: Change Communications Programs

2009 Course Schedule

June 17—21st
September 17—21st
December 17—21st

All Offered at the Grahall Estate
Cavendish, Vermont

How to Register for a Course

Visit our site to download the
Course Registration Form

How to Order Course Material

Visit our site to download the
Course Materials Order Form

How To Request A Custom Course or Onsite Event

Contact Pate Steele
at pate.steele@grahall.com
or (508) 269-4065 to discuss
the course material and location.