



International Training
Center Paris

TRAINING SCHEDULE

Phone: +33 6 59 26 89 09

E-mail: Info@itcparis.com

Address: 78, Avenue des Champs-Élysées, 75008 Paris

CERTIFIED COMPENSATION PROFESSIONAL (CCP)

Overview:

The Certified Compensation Professional (CCP) training program is designed for individuals who are seeking to enhance their knowledge and skills in the field of compensation management. This program provides participants with an understanding of the principles and practices of effective compensation management, as well as practical skills that can be applied in their current roles.

Objectives: The objectives of the Certified Compensation Professional (CCP) training program are:

1. Develop a thorough understanding of the principles and practices of effective compensation management.
2. Enhance compensation knowledge and skills in a variety of functional areas.
3. Learn practical approaches to designing and implementing effective compensation programs and initiatives.
4. Explore innovative compensation practices and their application in a variety of organizational settings.
5. Develop and apply ethical and legal principles to compensation decision-making.

Throughout the training program, participants will engage in a variety of learning activities, including case studies, group discussions, simulations, and self-assessment exercises. The program is designed to provide participants with practical skills and knowledge that can be applied immediately in their current roles, as well as to enhance their compensation capabilities.

Targeted Groups:

- Compensation analysts
- Total rewards managers
- Compensation consultants
- HR specialists focused on rewards
- Professionals involved in compensation planning

Planning:

Day 1: Overview of Compensation Management

- Introduction to the field of compensation management
- Overview of compensation management and its role in business success
- Understanding the legal and ethical considerations in compensation management

Day 2: Job Analysis and Evaluation

- Job analysis and job design
- Job evaluation techniques
- Creating and managing job descriptions

Day 3: Market Pricing and Salary Structures

- Market pricing and salary survey techniques
- Creating and managing salary structures
- Pay for performance strategies

Day 4: Benefits and Executive Compensation

- Designing and managing employee benefits programs
- Executive compensation and incentive programs
- Total compensation and communication strategies

Day 5: Compensation Strategy and Emerging Trends

- Compensation strategy and its alignment with organizational goals
- Compensation metrics and analytics
- Emerging trends in compensation, such as flexible compensation packages, equity-based compensation, and pay transparency.