CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

Advanced Human Resources Management & Salary Structures

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education
Higher Institute of Law and Business (ISDE)

Professional Development Institute
Professional Development Institute

Universidad Camilo José Cela
Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Advanced Human Resources Management & Salary Structures

About the programme:

INTRODUCTION This advanced training series in Strategic Human Resources Management has been designed to enable participants to develop their HR skills at a strategic level, exploring key areas including recruitment, performance management, talent management, and succession planning. The programme is ideal for senior HR professionals and functional managers looking to elevate Human Resources Management (HRM) to a more strategic role within their organisation. To this end, the intensive programme provides delegates with the insights and skills to: Understand and explore new recruitment

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

a. Understand the importance of regarding people as the organization's most important asset

b. Learn how an organization should manage its Human Resources

c. Confidently recruit the right person with the right package of benefits

d. Workforce planning

e. Use the most effective recruitment options and modern tools

f. Understand appropriate reward philosophy and strategy

g. Non monetary benefits and how to maximize their effectiveness

h. Human Resources development and its benefits

i. Discuss the concepts of reward systems

j. State the elements of reward systems

k. State the purpose of reward systems from the organisational and employee perspectives

l. Compare different types of salary and pay structures

m. Consider the impact of performance related pay

n. State the uses of different types of benefits and allowances

o. List factors impacting on International pay and expatriate rewards

Target audience:

a. Senior HR professionals looking to improve their HR strategy development skills

b. Senior executives looking for a greater understanding of HR trends

c. HR functional managers looking to shift human resources management to a strategic role within the organisation

Daily programme:

• Day 1: The framework of HR strategy

a. People as a strategic asset and the resource-based view of strategic HRM

b. Best practice versus best fit and the strategic business partner model

c. Types of HR strategies and how they are developed and set out

d. Implementing and evaluating HR strategy against organisational objectives

e. Workshop: drafting an HR strategy outline aligned with the participant's organisational plan

f. Day output: HR strategy outline with evaluation measures

- **Day 2: Resourcing strategy and workforce planning**

a. The strategic HRM approach to resourcing and its link to business plans

b. Integrating business and resourcing strategies through workforce planning

c. Forecasting the demand for and supply of staff and identifying critical roles

d. The employee value proposition and the structure of a resourcing plan

e. Case study: workforce plan for a department facing skills shortages and staff turnover

f. Day output: workforce plan with critical roles and gaps

- **Day 3: Recruitment, selection and retention**

a. Effective recruitment options, modern selection tools and structured interviewing

b. Recruiting the right person with the right package of benefits

c. Retention and flexibility strategies that keep critical skills in the organisation

d. Measuring recruitment and retention results to improve future campaigns

e. Workshop: designing a selection process and offer package for a critical vacancy

f. Day output: resourcing and retention plan

- **Day 4: Reward philosophy and salary structures**

a. Reward systems: concepts, elements and purpose from organisational and employee perspectives

b. Reward philosophy and strategy and their link to organisational culture and budgets

c. Types of salary and pay structures: graded, broad-banded, pay spines and job families

d. Job evaluation and pay market data as the basis for setting salary ranges

e. Workshop: designing a simple graded pay structure from job evaluation results

f. Day output: draft pay structure with grade ranges

- **Day 5: Performance pay, benefits and international reward**

a. The impact of performance-related pay and the conditions for applying it fairly

b. Types and uses of benefits and allowances and how to control their cost

c. Non-monetary benefits and how to maximise their effectiveness for staff

d. Factors that affect international pay and expatriate reward packages

e. Case study: assessing a proposal to introduce performance-related pay in a public body

f. Day output: total reward recommendations for one staff group

- **Day 6: Learning and development strategy and integrated HR plan**

a. Strategic human resource development and its benefits for the organisation

b. Elements of human resource development and their link to workforce plans

c. Strategies for creating a learning culture across departments and levels

d. Digital HR systems and people analytics to monitor the outcomes of HR strategy

e. Workshop: building an integrated HR action plan covering resourcing, reward and development

f. Day output: integrated HR action plan with priorities and indicators

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

· **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.

· **Case studies:** examples from international organisations that highlight real successes and challenges.

· **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.

· **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.

CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

- **Camilo José Cela University - Spain**
- **ISDE - Law & Business School - International**
- **Professional Development Institute - United Kingdom**

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,
International Programmes Department
"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**Advanced Human Resources Management & Salary Structures**	Course Title
Language	**English**	Course Language
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email	info@cinpaa.org
WhatsApp	+34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
Cairo, Egypt	06 - 11 Dec 2026
Cairo, Egypt	10 - 15 Jan 2027
Madrid, Spain	11 - 16 Apr 2027
Barcelona, Spain	11 - 16 Jul 2027
London, United Kingdom	10 - 15 Oct 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

سينبا التعاونية الدولية للتدريب والاستشارات | CINPAA – International Cooperative for Training & Consulting

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Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington