DESCRIPTION

People, Pay & Purpose is a comprehensive training program designed to equip professionals and organizational leaders with the knowledge and skills necessary to navigate the evolving landscape of compensation and benefits. This series focuses on critical aspects of the total rewards ecosystem, from strategic compensation frameworks to innovative wellness benefits. Participants will engage in interactive discussions, case studies, and practical exercises that foster a deep understanding of how to align rewards with organizational goals and employee needs. By the end of the series, attendees will be empowered to advocate for impactful compensation initiatives, drive employee engagement, and cultivate a thriving workforce through effective communication and change management strategies.

WHAT YOU'LL LEARN:

- Design and implement strategic total rewards programs
- Utilize data-driven insights to advocate for compensation and benefits initiatives
- Communicate effectively during times of change

WHO SHOULD APPLY?:

- People leaders and those looking to grow their organizational influence
- Those in roles that make decisions and/or implement people-centered programs
- *Change Management Leaders, Organizational Development Practitioners, Senior Leadership, HR Professionals, Compensation Analysts, Benefits Administrators*

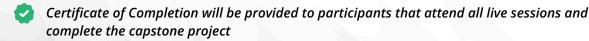*Individuals who have completed PRO's Inclusive Leadership program will be given priority in the selection process*

DATES

August 21 - November 13, 2025

FORMAT

Six (6) 60-minute live virtual webinar sessions + one (1) capstone project

SCHEDULE (all sessions are scheduled at 2:00 PM CT)

- Thursday, August 21
- Thursday, September 4
- Thursday, September 18
- Thursday, October 2
- Thursday, October 16
- Thursday, October 30

✅ ***Certificate of Completion will be provided to participants that attend all live sessions and complete the capstone project***

SESSION DESCRIPTIONS

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Session 1: Navigating the Total Rewards Ecosystem: Strategies for Success

This session provides a comprehensive overview of the total rewards ecosystem, emphasizing the importance of integrating various components such as compensation, benefits, and recognition. Participants will explore effective strategies to navigate this complex landscape, ensuring alignment with organizational goals and employee needs. Through case studies and interactive discussions, attendees will gain insights into best practices for creating a holistic rewards strategy that drives engagement and retention.

Session 2: The Art and Science of Compensation: A Strategic Perspective

Delve into the dual nature of compensation as both an art and a science in this engaging session. Participants will learn how to balance quantitative analysis with qualitative insights to develop a strategic compensation framework. The session will cover key concepts such as market benchmarking, pay equity, and performance-based pay, equipping attendees with the tools to craft compensation strategies that attract and retain top talent while supporting organizational objectives.

Session 3: Wellness Reimagined: Innovative Benefits for a Thriving Workforce

Explore the future of employee wellness in this forward-thinking session. Participants will examine innovative benefits that go beyond traditional offerings, focusing on holistic approaches to employee well-being. The session will highlight trends in wellness programs, including mental health support, flexible work arrangements, and personalized benefits, empowering attendees to design initiatives that promote a thriving workforce and enhance overall organizational culture.

Session 4: Incentive Innovation: Aligning Compensation with Role Dynamics

This session focuses on the innovative approaches to incentive design that align compensation with the evolving dynamics of various roles within the organization. Participants will explore how to tailor incentive programs to meet the unique needs of different job functions, fostering motivation and performance. Through collaborative exercises, attendees will develop actionable plans to implement incentive structures that drive desired behaviors and outcomes.

Session 5: Selling Your Value: Leveraging Data to Advocate for Comp and Benefits Initiatives

In this session, participants will learn how to effectively advocate for compensation and benefits initiatives using data-driven insights. Attendees will explore techniques for gathering and analyzing relevant data to build compelling business cases that resonate

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with stakeholders. The session will provide practical tools for communicating the value of compensation and benefits programs, ensuring that decision-makers understand their impact on employee engagement and organizational success.

Session 6: The Communications Playbook: Change Management with Transparency and Trust

This session emphasizes the critical role of communication in change management, particularly in the context of compensation and benefits initiatives. Participants will learn strategies for fostering transparency and trust during times of change, ensuring that employees feel informed and valued. Through interactive discussions and role-playing scenarios, attendees will develop a communications playbook that outlines best practices for engaging stakeholders and managing expectations effectively.

Capstone Activity: Participants will work in small groups to develop a comprehensive Total Rewards Strategy Presentation for a fictional organization. This project will allow attendees to apply the knowledge and skills acquired throughout the series to create a holistic rewards program that aligns with organizational goals and addresses employee needs. Group presentations to be held virtually the week of November 3rd/10th

COURSE FACILITATOR

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Accommodations Statement

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If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email membership@prosportsassembly.org at least three (3) business days in advance for arrangements to be made. Your response helps us make all PRO events more inclusive.

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