

## Performance Strategy and Reward Systems for a Motivated Workforce

### COURSE OVERVIEW

Performance Strategy and Reward Systems for a Motivated Workforce is a targeted course designed to equip leaders and HR professionals with the knowledge and tools to develop effective performance management frameworks and reward strategies that drive employee motivation, engagement, and productivity. The course covers the alignment of organizational goals with individual and team performance objectives, the design of fair and impactful compensation and incentive systems, and the deployment of non-monetary rewards to foster a positive work culture. Participants under this course will gain practical insights into linking performance outcomes with strategic business priorities while cultivating a motivated workforce that supports sustained organizational success.

### WHO SHOULD ATTEND?

This course is intended for HR leaders, talent management professionals, compensation and benefits specialists, organizational development consultants, and line managers responsible for employee performance and reward programs. It is also suited for executives and business leaders seeking to understand how optimized reward systems can enhance workforce motivation and business performance. Professionals interested in human capital management, organizational psychology, and strategic HR practices will find this course valuable.

### COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Design and implement performance strategies that align with organizational objectives and employee development.
- Develop comprehensive reward systems that combine financial and non-financial incentives effectively.
- Analyze employee motivation drivers and tailor reward programs to diverse workforce needs.
- Integrate performance appraisal with reward management to reinforce desired behaviors and outcomes.
- Utilize data and metrics to evaluate the impact of performance strategies and reward systems.
- Communicate and advocate for performance and reward programs across organizational levels.

### KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- Principles and frameworks of performance management strategy.
- Designing equitable and motivating reward and incentive systems.
- Linking performance appraisal with reward allocation.
- Understanding intrinsic and extrinsic motivation in the workplace.
- Use of analytics in evaluating workforce performance and reward effectiveness.
- Best practices for fostering employee engagement and retention.
- Case studies on successful performance and reward initiatives.
- Strategies for aligning reward systems with organizational culture and goals.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded