

REWARD MANAGEMENT

ABOUT THE COURSE

Pay and reward hold a central place in any HR strategy. They can be a major lever, not just in recruitment and retention, but also in improving performance, shaping behaviors and supporting constructive employment relations. This course will help you understand the broader external and internal contexts of reward strategy formulation, types of reward and mechanisms of implementation as well as touch on cross-functional applications of the reward. The course will also highlight current trends and best international practices in the area of reward management and involve both theoretical understanding and the practical workshops per topic.

WHO SHOULD ATTEND?

Human Resources/ Reward professionals accountable for formulation of the reward strategy and/or it's application in an organization.

WHY ATTEND?

During the course, the delegates will:

- ✓ Gain solid understanding of the external factors and market conditions that shape the reward strategies of the company;
- ✓ Gain solid understanding of the internal business context of designing the reward strategy and implementation of a reward and incentive mechanisms;
- ✓ Understand the roles and responsibilities in formulation and application of the reward strategy
- ✓ Learn about different types of reward, how they are shaped and applied;
- ✓ Learn about the cause-effect connection between reward and performance;
- ✓ Learn how job evaluation and grading influence the reward related decisions.
- ✓ Design and manage reward and motivation systems;

BENEFITS OF THE COURSE

After completion of the course, you will be able to:

- Establish links between processes and have a strategic insight into how things are interconnected in the organization;
- Adjust company reward and benefit strategies to dynamics of the compensation market, as well as develop engaging employee value propositions to attract and engage diverse workforce, reinforcing company culture and goals;
- Design creative reward and benefit schemes that support organizational strategic objectives and effectively manage operational costs;
- Review and develop the organizational reward strategies to improve staff loyalty, increase staff motivation and, as a result, increase overall organizational efficiency;
- Act as business partners and support business and management by coaching and guiding through reward management related processes and issues;
- Define and structure the career-path development, align with performance management and link them with to remuneration and reward in organization in a more effective way;
- The organization will have a team of in-house professionals who acquired the necessary skills and knowledge to implement reward management activities.

The course is available in an open enrollment and corporate formats.

Corporate training solutions are custom tailored to unique circumstances of an organization.

For any inquiries please contact:

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Diana Darbekova

Manager | People& Organization | PwC Kazakhstan

Work experience: 10+ years

Relevant experience

Diana is HR consulting services Manager in Astana, Kazakhstan. She has experience in the field of human resources management for more than 9 years, as an external consultant and as an internal HR manager.

Recent projects

- Oil and gas company: organisational design of HR function, analysis and formalisation of HR business processes, building the organizational structure of HR functions, headcount calculation, HR KPI library development.
- The largest media company: job assessment, development of grading system and base pay modelling, as well as development of performance management system through KPI development.
- International oil and gas company: job assessment, development of grading system and base pay modelling.
- International development company: C&B benchmarking, development of grading system and base pay modelling.
- The largest bank in Mongolia: diagnostics of HR functions and the development of HR strategy.
- International Oil and Gas Company: conducting a Club review of compensation and benefits for the oil and gas industry in Kazakhstan.
- International Tobacco Company: HR audit within the framework of "Equal salary pay certification"
- Coordination of the annual Salary and Benefits Survey PwC PayWell Kazakhstan
- National fund: forming the pool of candidates (expat and locals) for independent director positions via 8 industries
- National financial fund - top executive remuneration benchmarking (analysis of the best practitioners in relevant financial institutions of the USA)
- Large mining company: assessment of the effectiveness of the human resources management function (PwC Saratoga)

Recent employment history

▪ 09/ 2016 – till present
LLP “PwC Kazakhstan”, Astana, Kazakhstan
Practice «Personal and Organisation»

▪ 09/2014 – 08/2016
JSC “National Managing Holding “Baiterek”, Astana, Kazakhstan
Senior Manager (HR Department)

▪ 07/2012 – 09/2014
LLP “Ward Howell International”, Almaty, Kazakhstan, Expert

▪ 02/2011 – 07/2012
LLP «Law Firm Grata», Almaty, Kazakhstan | HR Manager of Central Asia and Caspian region (9 countries) (09/2011 – 07/2012)
HR Manager of Kazakhstan (6 countries) 02/2011 – 09/2011

▪ 06/2009 – 09/2009
LLP «Ernst and Young», Almaty, Kazakhstan
Specialist (Tax and Legal Services)

Education and professional qualifications:

- Executive MBA, International Business, Geneva Business School
- Master in Human Resource Management, York University, UK
- Bachelor in Management, Kazakh-British Technical University, Almaty, Kazakhstan
- Business coach (international certificate)

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