

Mercer Learning 2022

Singapore virtual workshop series

Mercer Total Rewards Strategy (TRS) Certification

Creating a rewards strategy that differentiates your employee value proposition.

Basic level certification		Intermediate level certification		Advanced level certification	
Workshop 1	Building the fundamentals of compensation	Workshop 1	Pay for performance: designing salary increment matrix	Workshop 1	Advanced total rewards strategy
Workshop 2	Mercer's international position evaluation (IPE) methodology	Workshop 2	Pay for position: designing grades and salary structure	Workshop 2	Advanced job evaluation
Workshop 3	Microsoft excel for compensation management	Workshop 3	Pay for performance: short-term incentives & variable pay design	Workshop 3	Predictive modelling
Workshop 4	Getting started with analytics	Workshop 4	Pay for performance: sales incentive plan design		
Workshop 5	Getting started with benefits	Workshop 5	Working with real world HR data		

Why Mercer's total rewards strategy certification?



Strengthen your skills as a Total Rewards Professional



Practice-driven content by subject matter experts



Shape your career with the critical skills to design & manage reward programs



Mercer's compensation workshops are certified by WorldatWork

Program 1

Basic level certification

This 5-workshop program provides an all-round understanding of compensation philosophy, strategy, and compensation and benefits elements. Learn about Mercer's International Position Evaluation (IPE) methodology and its application. We will also look at how to leverage data to manage compensation effectively. And we will provide you with practical tools and techniques on how to use MS Excel to manage day to day HR data analysis and reports efficiently.

01	Building the fundamentals of compensation Feb 17-18, Apr 7-8, Jul 21-22, Sep 22-23  09:00-12:00 SGT SGD 700 + 7% GST	<ul style="list-style-type: none">Total Rewards Framework and pay philosophyKey principles for organizing and structuring compensation elementsOverview of 3P Compensation concept - Pay for Position, Person & PerformanceUnderstanding of basic compensation terminologies and how to use survey dataCompensation Analysis and ReviewFocus on Pay for Position – Overview on Job evaluation, Grade design and Pay Structure DesignImplementation guidelines
02	Mercer's international position evaluation (IPE) methodology Feb 24-25, Apr 21-22, Jun 2-3, Oct 13-14  09:00-12:00 SGT SGD 750 + 7% GST	<ul style="list-style-type: none">Understand the differences between a role and a jobLearn the steps to role analysisFundamentals of job evaluation & principles of conducting evaluation interviewsScience of Mercer IPE methodologyPractice exercise of conducting evaluation across all 5 factors &13 dimensions of IPEOverview on applications of job evaluation across HR & organizational processes
03	Microsoft excel for compensation management Aug 18 (Classroom)  09:00am-5:00pm SGD 1100 + 7% GST	<ul style="list-style-type: none">Compile and analyze Compensation and Benefits data from multiple sourcesDetermine salary mid-point by data regression, minimum and maximum of salary ranges and pay adjustmentAlgorithm, logical and text operations, sorting and filtering, charts and lookup functions in MS Excel <p><i>Note: This is a facilitated classroom workshop to be held at the Mercer Singapore office</i></p>
04	Getting started with analytics Apr 28-29, Sep 29-30  14:00-17:00 SGT SGD 750 + 7% GST	<ul style="list-style-type: none">Introduction to the scope of HR analytics and how it benefits the organizationFocusing metrics and analytics efforts to get real business impactDesigning of analysisUnderstanding data requirements and data gapsLearn smart data visualizations and telling a story with dataLearn different types of charts and their usageCommon pitfalls in data visualizations
05	Getting started with benefits Mar 30  09:00-12:30 SGT Aug 3  13:30-17:00 SGT SGD 520 + 7% GST	<ul style="list-style-type: none">Understand the types of employee benefits – statutory, competitive and innovativeUnderstand the needs of the employee populationWhere does benefits fit in a total rewards strategyImplementing an effective and fitting benefits programAligning benefits programs to the corporate brand and cultureIdentifying the relevant competitors to your companyInterpret and analyze market survey data between your company and peersDerive actionable insights to support business strategies and drive value

Program 2

Intermediate level certification

In today's competitive and volatile business environment, the Human Resource function is called upon to make competitive salary decisions. Participants will learn how to design and implement a scalable compensation program that is suitable for the organization's specific needs. Whether developing a compensation framework, designing salary grades and structure, identifying the ideal mix of rewards, selecting the right performance measures or understanding the application of HR data to facilitate analysis, our intermediate workshops are designed to help you gain the knowledge you need to design and implement a rewards program that is tailor-made for your organization.

01	Pay for performance: designing salary increment matrix Mar 17-18, Jun 9-10, Aug 25-26, Oct 6-7  09:00-12:00 SGT	<ul style="list-style-type: none">Understand Mercer's approach on planning and budgeting your company's compensation structure. Developing a framework for annual increment matrix. Objectives and rationale for conducting analysis to update compensation plans.
02	Pay for position: designing grades and salary structure Mar 24-25, Jun 16-17, Sep 15-16, Nov 17-18  09:00-12:00 SGT	<ul style="list-style-type: none">Hands-on practical skills needed to perform actual salary structure design by looking at the market data, internal progression requirements as well as grades. This workshop is designed to supplement theoretical and technical knowledge of grade levelling, salary structure design and addressing challenges in implementing pay ranges across levels for attracting and retaining the modern workforce.
03	Pay for performance: short-term incentives and variable pay design May 19-20, Jul 28-29, Sep 1-2  09:00-12:00 SGT	<ul style="list-style-type: none">The purpose and context of variable pay and pay-mixApplying basic short-term incentive design principles to your organization, and calibration of results to rewardsWhat are key performance considerationsReviewing the returns on the incentive spend
04	Pay for performance: sales incentive plan design Jun 23-24, Nov 10-11  09:00-12:00 SGT	<ul style="list-style-type: none">Analysis of sales role and how to determine if they should participate in the sales incentive planSetting of target pay levels, determination of mix between fixed and variable pay and establishing upside earning opportunitiesSelection of right performance measures
05	Working with real world HR data May 26-27, Sep 8-9  14:00-17:00 SGT	<ul style="list-style-type: none">Explore various tools and techniques that can help you facilitate data analysisLearn how to work with real life data and transform data into usable format before conducting any analysisLearn the basics sentiments with analysisUnderstanding how to work and manage missing dataLearn statistical methods to replace (impute) missing dataUnderstand the various forms of textual data available in HR

Program 3

Advanced level certification

Mercer defines Total Rewards as a holistic value proposition that an organization provides to its employees. Employee remuneration is now being discussed in terms not only of pay and allowances but also of non-cash benefits, career development and work-life balance. In this series, we will cover the latest workforce trends for rewarding employees and how you can be prepared to design a holistic approach to Total Rewards. You will learn how to design a rewards plan through a multi-perspective and data-driven approach. And learn insights on the prevalence of predictive modelling and its value in today's HR world.

01	Advanced total rewards strategy Oct 27-28  09:00-12:00 SGT SGD 750 + 7% GST	<ul style="list-style-type: none">• Framework and Guiding Principles for Total Rewards Strategy• Understanding the need of designing a Total Rewards structure in view of workforce of the future• Connecting Total Rewards strategy with organizational strategy• Learn to develop an effective Total Rewards strategy for the diverse and segmented employee workforce• Reviewing different components of Total Reward• Design of Total Rewards Vehicles, Implementation and Communication• Vehicles of Total Rewards structure• Mercer's approach for Total Rewards program implementation• Effective communication of Total Rewards programs• Practical case studies and exercises across implementing Total Rewards components that fits in your culture
02	Advanced job evaluation Nov 24-25  09:00-12:00 SGT SGD 750 + 7% GST	Job evaluation drives a broader organization objectives from talent development, organization design, compensation framework design, performance management framework. This workshop aims at providing perspectives on various applications of job evaluation using Mercer's IPE, including how to calibrate jobs, create job matrix, market benchmarking, design internal grade levels, title frameworks, link to reward program design, etc. The focus shall be to equip you to apply the IPE methodology as a foundation for the HR interventions in your organization and help you through case studies and group discussions. Note: This is an advanced level and a basic understanding of job evaluation and Mercer's Position International Evaluation system (IPE factors & dimensions) is required.
03	Predictive modelling Oct 19-20  14:00-17:00 SGT SGD 975 + 7% GST	<ul style="list-style-type: none">• Understand the types of analytics maturity (Descriptive, Predictive, Prescriptive)• Learn insights on the prevalence of predictive modelling and its value in today's HR world• Learn about time series forecasting model• Success stories practiced across industry• Building and implementing a predictive data model• Interpreting and visualizing results• Hands-on exercise conducting a Classification Modelling



Mercer Total Rewards Strategy programme qualifies for recertification credit for the Certified Compensation Professional® (CCP®), Certified Benefits Professional® (CBP), Global Remuneration Professional (GRP®), Certified Sales Compensation Professional (CSCP)® and Certified Executive Compensation Professional (CECP)® designations granted by WorldatWork. For more information on recertification, visit the WorldatWork recertification webpage at <https://www.worldatwork.org/certification/recertification>

Multiple registration discount

1. **Total rewards strategy certification
(Complete 13 workshops)**
Register for all 13 workshops and pay only SGD 7,422 (save SGD2,473). Upon completion of all workshops, you will receive Mercer Total Rewards Strategy Certification.
2. **Basic level certification
(Complete 5 workshops at basic level)**
Register for all Basic Level workshops and pay only SGD 3,247 (save SGD573). Upon completion of all workshops, you will receive Mercer Basic Level Certificate.
3. **Intermediate level certification
(Complete 5 workshops at intermediate level)**
Register for all Intermediate Level workshops and pay only SGD 3,060 (save SGD540). Upon completion of all workshops, you will receive Mercer Intermediate Level Certificate.
4. **Advance level certification
(Complete 3 workshops at advance level)**
Register for all Advance Level workshops and pay only SGD 2,103 (save SGD372). Upon completion of all workshops, you will receive Mercer Advance Level Certificate.
5. **Individual course selection**
You may opt to register for individual workshops across different levels. Participants will receive individual certificate for the completed course.
 - **3-4 workshops at 10% discount**
 - **5-8 workshops at 15% discount**



Contact Us

Sal Salam

T: +65 6398 2593

E: mercer_rewards_talent@mercer.com

Wilma Madjus

T: +65 6398 2605

E: mercerlearning.amea@mercer.com



All details are correct at the time of publishing. Mercer reserves the right to change or cancel any part of its workshop without prior notice.