Rewards Leadership Development Program

Preparing the Next Generation of Total Rewards Leaders

Elevate Your Impact.
Lead with Confidence.

The Rewards Leadership Development Program (RLDP) is an immersive, year-long experience designed to prepare emerging leaders to step confidently into the **Head of Total Rewards** role.

Built for ambitious professionals who already possess strong technical expertise in compensation, benefits, or global rewards, the RLDP focuses on the advanced leadership, strategic, and communication capabilities required to thrive in high-pressure, enterprise-level environments.

The RLDP experience will accelerate your growth through a blend of peer networking, experiential learning, and coaching—all based on real-world business challenges that mirror the complexity of leading a global rewards function.

A PURPOSE-DRIVEN EXPERIENCE

The purpose of the RLDP is simple yet powerful: **to accelerate your readiness to lead.** Graduates of the program will:

- **Feel prepared** to lead the total rewards function with confidence and strategic vision.

- **Develop a strong personal leadership identity,** capable of influencing executives at the highest levels of the organization.

- **Build a trusted professional network** of peers, mentors, and experts who will continue to provide insight, perspective, and support long after the program ends.
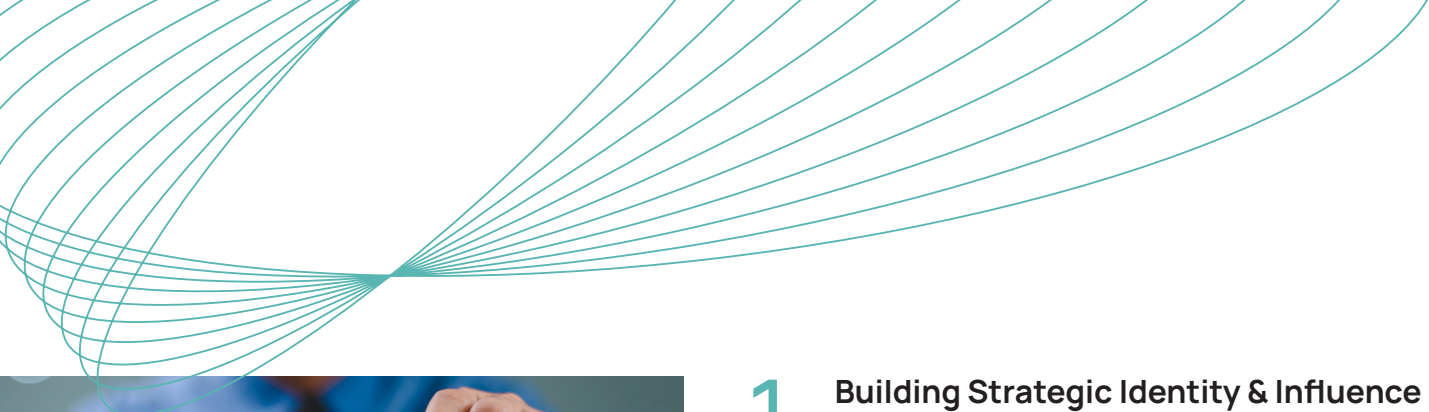
The Learning Journey

As part of the RLDP, you'll complete a four-part learning journey. Each part of the journey is approximately 10 to 12 weeks long and combines structured assignments, peer learning, coaching, and hands-on application.

1 Building Strategic Identity & Influence

You'll begin the program by focusing on defining who you are as a leader and understanding the evolving landscape of total rewards. You'll explore how to influence without authority and understand the importance of articulating a clear vision for how total rewards drive enterprise value.

2 Mastering Executive Communications

Learning how to craft effective communications for diverse stakeholders is key to success for today's total rewards leader. In the second part of the program, you'll practice transforming data and complex technical concepts into compelling stories and learn how to tailor key messages to respond to the unique perspectives of key external stakeholders. You'll showcase your boardroom-ready presentation skills in a simulated compensation committee experience.

3 Leading at the Enterprise Level

Success leading the total rewards function requires a systems mindset and strong cross-functional partnerships. In the third part of the program, you'll build an understanding of the strategic and operational integrations essential to success at the enterprise level. You'll engage with senior leaders in Finance, Legal, IT, and Operations to understand how to build collaborative partnerships across the organization.

4 Rewards and Value Creation

The culmination of your learning journey will be a challenging capstone project where you'll demonstrate your strategic agility and knowledge of the function. Working in teams, you'll demonstrate innovative approaches to solving a real-world issue, bringing together all the concepts you've learned throughout the program. You'll present your project to a panel of CHROs at the program's Capstone event.

KEY PROGRAM COMPONENTS

- **In-person immersive events:** three retreats designed to facilitate peer learning and self-reflection

- **Leadership Assessment:** personalized insights gained through the Hogan Assessment.

- **Coaching:** Monthly one-on-one sessions focused on presence, influence, and political savvy.

- **Stretch Assignments:** Lead enterprise-level simulated projects aligned to business outcomes.

- **Learning Resources:** Access curated micro-learning, podcasts, and book discussions recommended by senior leaders.
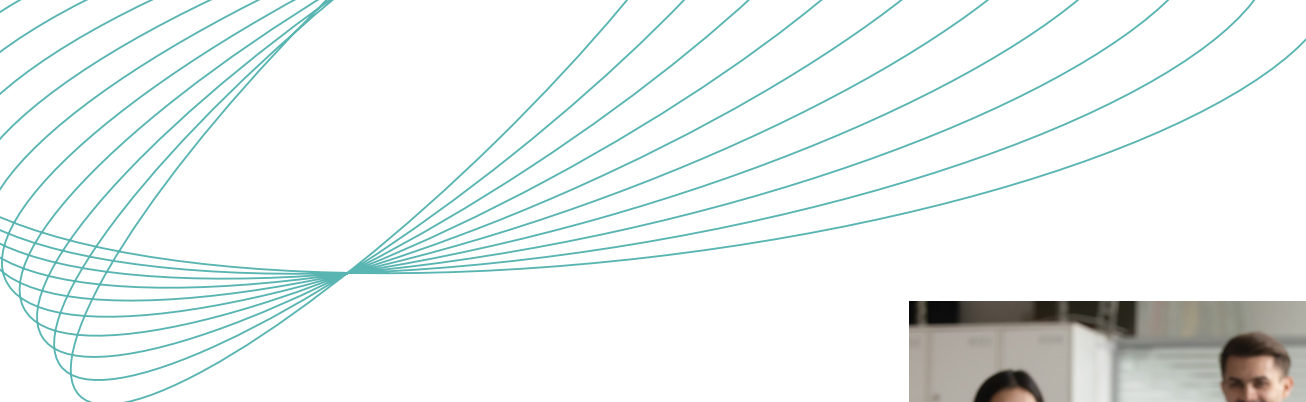

The Power of Connection: Learning from Peers

One of the most valuable aspects of the Rewards Leadership Development Program is the opportunity to connect face-to-face with a select group of peers who share a deep commitment to advancing the field of Total Rewards. Our learning approach combines self-directed and virtual learning experiences with three immersive retreats over the 12-month period.

- **Program Kick Off:** May 5-7, 2026 (Washington, DC)

- **Compensation Committee Simulation:** October 6-8, 2026 (Washington, DC)

- **Final Capstone Event:** March 15-17, 2027 (Orlando, FL)

RLDP in-person events create a unique environment where participants can exchange real-world insights from diverse industries and organizations, collaborate on complex business challenges through team-based simulations and build authentic, lasting relationships with peers who understand the unique demands of the total rewards role. The trust and camaraderie developed during these sessions will extend well beyond the program, forming a professional network that supports continued growth and collaboration.

The in-person sessions are designed not only for learning, but for inspiration and renewal—spaces where participants can step away from day-to-day pressures to reflect, reimagine, and refine their leadership vision.

Coaches and Expert Faculty: Guided by Those Who've Led the Way

RLDP participants also benefit from direct interaction with seasoned executives and thought leaders who have successfully led Total Rewards functions at the highest levels. These experts bring both strategic insight and personal experience, offering guidance that helps bridge the gap between concept and practice.

Through **one-on-one coaching,** you'll receive personalized feedback on your leadership style, executive presence, and influence strategies. Coaches act as sounding boards and trusted advisors—helping you translate self-awareness into action, refine communication techniques, and build confidence in high-stakes settings such as board meetings or executive presentations.

The **expert faculty**—a carefully curated group of current and former Heads of Total Rewards, CHROs, and senior HR practitioners—deliver practical lessons drawn from their own leadership journeys.They provide context for the challenges and opportunities facing today's Total Rewards leaders, from global governance and pay equity to innovation in recognition and well-being programs.

Together, the coaches and faculty create a powerful support system that blends accountability, encouragement, and inspiration. Participants leave each engagement with tangible takeaways, new frameworks for decision-making, and renewed motivation to lead with authenticity and purpose.

UNLOCKING YOUR LEADERSHIP POTENTIAL THROUGH PERSONAL INSIGHT

As part of the Rewards Leadership Development Program, you'll complete the *Hogan Leadership Assessment,* a research-based tool used by leading organizations worldwide to evaluate leadership potential, derailers, and values.

The Hogan Assessment provides a powerful opportunity to deepen your self-awareness and understand how your personality influences your leadership effectiveness. You'll learn how to recognize your strengths, identify potential blind spots, and develop strategies for maximizing your leadership impact.

Are You Ready?

The RLDP is more than a leadership course—it's a **career accelerator** for those ready to shape the future of total rewards. Participants emerge not only with a deeper understanding of global reward systems, but also with the executive presence and strategic voice required to influence decisions at the top of the organization.

If you aspire to lead with purpose, drive innovation, and make a lasting impact on your organization's reward strategies, the RLDP will give you the tools—and the confidence—to get there.