

# Reward Heads Coaching Offer



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# Our Coaching Approach and Values

## Our Mission

**Reward Heads offers online and small group coaching courses providing affordable, accessible, quality, and flexible content.**

The format of our online courses is designed to provide detailed, curated expert material in bitesize chunks, so our courses are suited to all experience levels. These formats include informative yet manageable and concise educational presentations, quizzes, reflection exercises and more, typically, taking 1 to 1.5 hours to complete.

All our courses are thoughtfully designed and recorded by one of our Reward Heads.

Just like our forums and materials, they are designed to be informal with lots of examples, not just like reading a textbook!



# Purpose and Objectives

**The overall objective is to build Reward understanding. This is not about what you can read in a textbook. Neither is it a series of case studies - Reward may be 80% the same but the 20% that is company specific is critical.**

Really this is about what we should be thinking about in designing and running Reward in our organisations to get the best out of that investment.

*The aim is to give participants a toolkit to draw from.*

***Check out our brief free introductory Module which explains the structure and nature of our coaching courses [here](#)***



# A look at our Modules..

**Whilst many people could benefit from the sessions, these are aimed in particular at:**

- Reward Managers and Analysts wanting to expand their knowledge
- HRBPs and generalists wanting to understand more about this specialist area

## Strategy Modules:

- Why Should We Talk Total Reward?
- Developing a Reward Strategy

## Wellbeing Modules

- What is Wellbeing and Why Is It Important?
- Emotional Wellbeing in The Workplace

## Pay Modules:

- Benchmarking Overview
- Managing and Maximising Base Pay
- National Minimum Wage
- Pay Transparency

## Benefits Modules:

- Context and Strategy
- Keeping It Legal
- Suppliers
- Communications and Engagement

## Other Specialist Modules

- Pensions Overview for Reward and HR People
- Recognition Overview
- Bonus Overview

## Governance Modules:

- Gender Pay Gap
- RemCo Overview
- National Minimum Wage
- Ethnicity Pay Gap Reporting



# Costing, Packages and Deals

**We offer all our individual Modules at £175 each**


To purchase you create an account with us - all you need is your email address.

Payment can be made using a credit card via Stripe where we will provide a 100% off discount code for the module after payment.

For existing clients, or amounts over £1000, we can issue an invoice.

We also provide bundle deals where you can purchase multiple modules within the same speciality for a discount.

You can also access to all our modules and bundles for 12 months at £1750.



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Ethnicity Pay Gap Reporting

£175

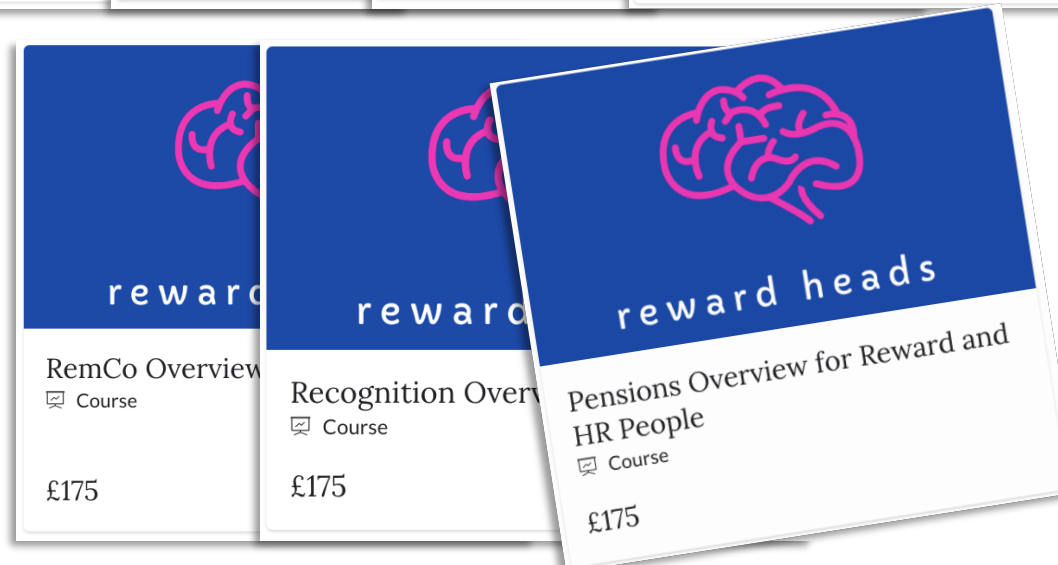
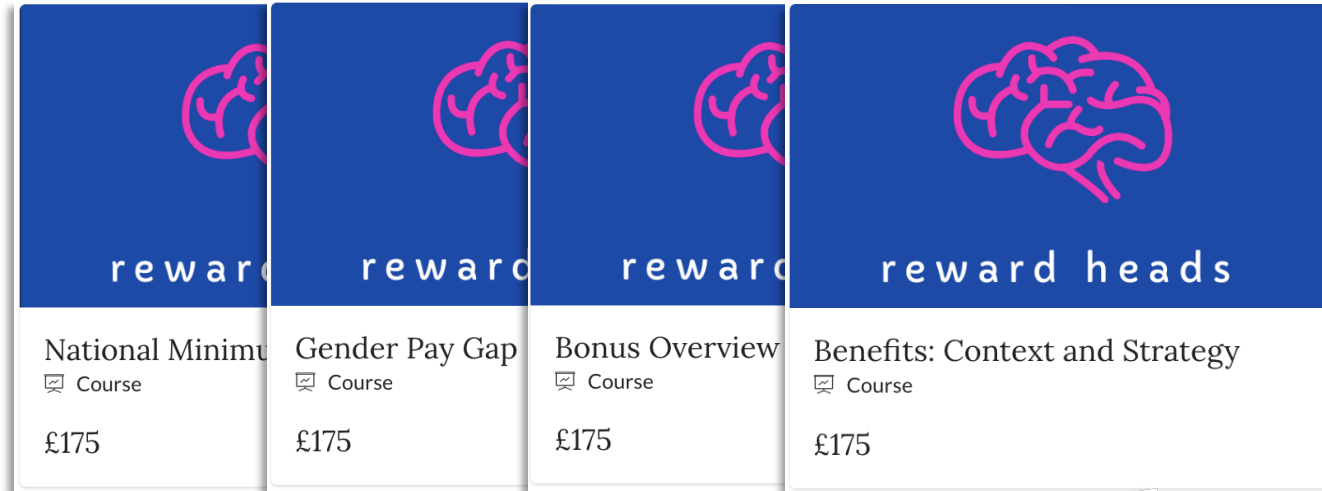


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# Costing, Packages and Deals

We offer a special bundle where you can purchase any 7 individual Modules for £875 – that's the equivalent of 2 modules completely free.

You're free to mix and match across **any** of our specialities.



~~£1225~~

**£875**



# Pay Bundle

**This bundle consists of 3 modules related to Pay – typically priced at £700, as a package it is £600**

- Benchmarking Overview
- Managing and Maximising Base Pay
- National Minimum Wage
- Pay Transparency *\*New 2025*

***You can learn more about the bundle [here](#).***



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### Pay Bundle

3 Courses

This bundle consists of 3 modules related to Pay – typically priced at £525, as a package it is £450 • Benchmarking...

**£600**






# Reward Governance Bundle

**This Bundle consists of four modules related to Reward governance – typically priced at £700, as a package it is £600**

- Gender Pay Gap Reporting and Action planning
- Remuneration Committees
- NMW compliance
- Ethnicity Pay Gap Reporting

***You can learn more about the bundle [here](#).***



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## Reward Governance

4 Courses

This Bundle consists of four modules related to Reward governance – typically priced at £700, as a package it is £600 •...

**£600**




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# Benefits Bundle

**This bundle consists of 4 modules related to benefits – typically priced at £700, as a package it is £600**

- Benefits: Communications and Engagement
- Benefits: Suppliers
- Benefits: Keeping is Legal
- Benefits: Context and Strategy

***You can learn more about the bundle [here](#).***



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### Benefits Bundle: 4 Modules

4 Courses

This 4 module bundle contain our 4 courses on benefits. Buying these 4 modules individually will cost £700. Wit...

£600




# Reward Essentials Bundle

**This bundle consists of 4 modules related to benefits – typically priced at £700, as a package it is £600**

- Total Reward
- Reward Strategy
- Benchmarking Pay
- Managing and Maximising Base Pay

***You can learn more about the bundle [here](#).***



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Reward Essentials

Bundle

This bundle consists of 4 Reward Essentials modules – typically priced at £700, as a package it is £600 • Total...

£600




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# Benefits & Wellbeing Bundle

**This bundle consists of our four benefits modules plus two wellbeing modules – typically priced at £1050, as a package it is £875**

- Four Benefits Modules (See Last Slide)
- Emotional Wellbeing In The Workplace
- What Is Wellbeing and Why Is It Important?

***You can learn more about the bundle [here](#).***



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**Benefits & Wellbeing Bundle:  
6 Modules**

6 Courses

This bundle contains 6 modules: our 4 benefits modules PLUS 2 wellbeing modules. With our 4 benefits bundle yo...

**£875**




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# All Modules – 12 Months Bundle

**This bundle gives you access to ALL modules for 12 MONTHS, including ALL upcoming modules.**

**This is our best value bundle. At just £1750, you save £1750 compared to if you bought the 18 modules individually, effectively giving you 8 extra free!**

***You can learn more about the bundle [here](#).***



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**ALL Modules - 12 Months**  
18 Courses

This bundle gives you access to ALL modules for 12 MONTHS! - Including ALL upcoming modules. This is our best val...

**£1,750**



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# Introducing our Small Group Coaching Courses

## **We run several live Small Group Coaching Courses (SGCC) over Teams on specific topics:**

- Here we provide participants access to the relevant online coaching module(s), which provides them content and thought material within the individual context of their organisation.
- We meet as a group with one of our group leaders with specialist knowledge in the topic, guiding through a series of debate questions and stimulating the group to ask questions
- Modules take around an hour to complete.
- Typically we intend to run our courses with 5-8 participants on each course.
- We provide the group with each other's details to continue to meet or correspond if they so wish! However, upon request we will not share your email.
- If you would like more information on our SGCC, please email [marcus@rewardheads.co.uk](mailto:marcus@rewardheads.co.uk)



# Reward Essentials – Small Group Coaching Course

**This course will cost £900 plus VAT, *including* access to the modules.**

The sessions will be run on Teams and invites for all modules will be sent in advance. We know that things will sometimes get in the way (sometimes good things like holiday) and so will record the sessions only for the named participants.

Session	Reward Head delivering
Total Reward	Victoria Milford
Reward Strategy	Victoria Milford
Benchmarking Pay	Hannah Armstrong
Managing and Maximising Base Pay	Hannah Armstrong



# Benefits – Small Group Coaching Course

**This course will also cost £900 plus VAT, *including* access to the modules.**

The sessions will be run on Teams and invites for all modules will be sent in advance. We know that things will sometimes get in the way (sometimes good things like holiday) and so will record the sessions only for the named participants.

Session	Reward Head delivering
Context and Strategy	Jannine Smith
Benefits Compliance	Jannine Smith
Benefits Providers	Jannine Smith
Benefit Comms and Engagement	Jannine Smith





# Gender Pay Gap – Small Group Coaching Course

**Cost: £450 plus VAT, including Gender Pay Gap module access.**

The session will be run on Teams and invites will be sent in advance. Then meet as a group and the leader guides through a series of questions for debate plus the group can ask questions of the leader or each other.

## The online module covers

- What is the Gender Pay Gap and why is it not the same as Equal Pay
- Reporting Requirements and some top tips for getting the numbers right
- Why is there a GPG and identifying what is leading to the gap in your organisation
- Creating a robust Gender Pay Gap Action Plan
- Why Gender Pay Gap reporting is important

Session	Reward Head delivering
Gender Pay Gap	Claire Williams

*If you would like further 121 coaching, we can provide you with a simple to use spreadsheet to work out Gender Pay in your organisation.*

*If you would like to participate, or nominate a colleague, please contact [marcus@rewardheads.co.uk](mailto:marcus@rewardheads.co.uk)*



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# National Minimum Wage – Small Group Coaching Course

**Cost: £450 plus VAT, *including* access to the module.**

The session will be run on Teams and an invite will be sent in advance. We know that things will sometimes get in the way (sometimes good things like holiday) and so will record the session only for the named participants.

Session	Reward Head delivering
National Minimum Wage	Victoria Milford



# Pensions – Small Group Coaching Course

**Cost: £450 plus VAT, *including* access to the module.**

The session will be run on Teams and an invite will be sent in advance. We know that things will sometimes get in the way (sometimes good things like holiday) and so will record the session only for the named participants.

Session	Reward Head delivering
Pensions	Victoria Milford



# Your coach

**Our Small Group Coaching Courses are led by one of the Senior members of our consulting team.**

On the next few pages we will tell you a bit more about them. As we work so collaboratively at Reward Heads, they have examples not just from their own consulting assignments but from the experiences of others across the team.





# Your coach: Hannah Armstrong

**Hannah is an experienced Reward professional with over 13 years Reward experience, as well as three years in editorial and copy writing driving a passion for detail and effective communication. Having spent ten years in Reward roles with four major UK retailers, she has worked with Reward Heads since 2017 specialising in the Retail and Hospitality sectors, and more recently the Voluntary sector, where she has worked on a range of client engagements.**

A Chartered member of the CIPD, Hannah is passionate about delivering and communicating effective Reward solutions that are fit for purpose for each individual client, aligning to individual culture and values whilst motivating, educating, and supporting an organisation's greatest investment – their people

***Check out some of Hannah's projects here:***

**<https://www.rewardheads.co.uk/haprofile.html>**



# Your coach: Claire Williams

**Claire is an experienced reward professional with over 15 years in Reward in addition to Payroll & Shared Services, Management Information, Generalist HR, Learning and Development, Customer Service Management and Retail Operations Management.**

Her reward experience ranges from multi-incumbent roles up to executive, across multiple divisions including Retail, Distribution, Call Centres, Leisure & Hospitality, Digital and Technology. Claire has worked in both UK and large global businesses, including complex, multi-brand and matrix organisations. She has been involved in significant change management programmes. Claire has a passion for understanding the unique circumstances and needs of a company and devising creative and pragmatic solutions to support business strategy and take companies forward.

*Check out some of Claire's projects here:*

<https://www.rewardheads.co.uk/cwprofile.html>



# Your coach: Victoria Milford

**Victoria has been an independent Reward consultant since 2013 specialising in the Retail, Hospitality and Service sectors. She draws on 14 years of both front line store operations and high quality support roles in HR, Finance and Central Operations to deliver practical and impactful Reward solutions.**

She is passionate about ensuring that people are rewarded, informed, scheduled and motivated in the most appropriate way to deliver business objectives effectively and efficiently and that everyone can fulfil their potential. At the same time, she has developed expertise around compliance areas such as the National Living Wage, Working Time Directive and Gender Pay Gap reporting to support fair pay in a commercial way.

A Chartered Accountant as well as holding the CIPD's Advanced Certificate in Reward Management with merit and a Prince2 Practitioner. She has worked in both Audit and Consulting with Arthur Andersen. Since 2006, Victoria has been a director of the Comet Trustee Company, a final salary occupational scheme with c.£1/2bn of assets and 5000 members and pensioners, in that time working through the closure of the scheme to future contribution, the sale and subsequent administration of the Principal Employer and the ongoing investment of assets and progress back from deficit and into surplus.

*Check out some of Victoria's projects here:*  
<https://www.rewardheads.co.uk/vmprofile.html>





# Your coach: Jannine Smith

**Jannine has over 6 years Reward & Benefits, Wellness and Recognition experience building on 20 years HR generalist, M&A, Policy, ER and HR Project Delivery. She has deep experience in the technology sector in UK, EMEA and global roles delivering HR solutions in fast-paced, change-orientated environments.**

Jannine is keen to use insight and analysis to identify creative, simple total reward solutions to achieve business goals. She is passionate about delivering a great employee experience and maximising employee engagement.

***Check out some of Jannine's projects here:***

***<https://www.rewardheads.co.uk/jsprofile.html>***





# We have coached people from businesses like..



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**Rank  
Group**

next



PRIMARK®

**TESCO**

**ASCENTIAL**



# Contact us

- To book on any courses or buy online modules, please contact [marcus@rewardheads.co.uk](mailto:marcus@rewardheads.co.uk)
- You can see our coaching offer on our website: [www.rewardheads.co.uk](http://www.rewardheads.co.uk) at <https://rewardheads.co.uk/coaching.html>
- Or to discuss 121 coaching, please contact [victoria@rewardheads.co.uk](mailto:victoria@rewardheads.co.uk)

