



Reward Heads Online Coaching Courses

Why We Exist

One of our key missions is to enable knowledge of Reward and share our skills and experiences. An organisation's people are its greatest cost and greatest asset. We seek to give the tools to get the most out of this investment. We offer **18 expert-led online modules**, with more under development, covering topics from **Total Reward** and **Pay Strategy** to **Benefits**, **Wellbeing**, and **Reward Governance**. Our goal: real-world, experience-led coaching... **not textbook theory**.

Who It's For - 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

How It Works - Each self-paced module includes:

- A **presentation** from a Reward Heads expert
- A **knowledge quiz**
- **Reflection questions** to help you apply learning to your organisation

Available Modules (£175 each, inc. VAT)

1. **Why Talk Total Reward** – Introduces the purpose of Reward, defines Total Reward, and explains how it supports the Employee Lifecycle and Value Proposition. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/why-should-we-talk-total-reward>
2. **Developing a Reward Strategy** – Explains how to build a coherent Reward Strategy using philosophy, principles, and frameworks, with a focus on fairness and leader engagement. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/developing-a-reward-strategy>
3. **Benchmarking: Why, How, and Common Pitfalls** – Covers how to benchmark pay effectively, interpret data correctly, and avoid common mistakes. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/benchmarking-101>
4. **Benefits and Wellbeing Strategies** – Outlines a strategic approach to benefits and wellbeing using the 6 Cs framework and current market trends. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/benefits-context-and-strategy>
5. **Benefits: Keeping It Legal** – Highlights legal and tax compliance issues in benefits, including pensions, salary sacrifice, and NMW impacts. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/benefits-and-the-law>
6. **Working with Benefits Suppliers** – Teaches how to select, onboard, and manage benefit suppliers to ensure value and minimise risk. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/benefits-suppliers>
7. **Benefits: Communication and Engagement** – Offers strategies to increase employee engagement with benefits through clear, effective communication and technology. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/benefits-communications-and-engagement>
8. **What Is Wellbeing and Why Does It Matter?** – Defines workplace wellbeing across key domains and shows the risks of neglecting it. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/what-is-wellbeing-and-why-is-it-important>
9. **Emotional Wellbeing in the Workplace** – Focuses on mental health, spotting signs of distress, and assessing emotional wellbeing in your organisation. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/emotional-wellbeing>
10. **An Introduction to Remuneration Committees** – Explains the role, structure, and governance impact of Remuneration Committees in Reward oversight. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/remco-overview>





11. **Gender Pay Gap** – Clarifies the Gender Pay Gap vs Equal Pay, UK reporting rules, root causes, and how to build an effective action plan. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/gender-pay-gap>
12. **Ethnicity Pay Gap Reporting** – Guides how to report the Ethnicity Pay Gap, tackle data challenges, and create a meaningful action plan. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/ethnicity-pay-gap-reporting>
13. **Bonus Schemes Overview** – Explores bonus types, design considerations, and how to avoid pitfalls when structuring incentive schemes. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/bonus-overview>
14. **Pensions Overview** – Explains the types of pensions, employer duties, tax rules, salary sacrifice, and how to communicate pensions inclusively. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/pensions-overview-for-reward-and-hr-people>
15. **Recognition 101** – Defines employee recognition, explores different types, and shares practical ideas for designing a recognition offer. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/recognition-overview>
16. **National Minimum Wage** – Covers how NMW/NLW rules apply to different workers, key risks, audit triggers, and staying compliant. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/national-minimum-wage>
17. **Managing and Maximising Base Pay** – Explains the importance of fair, competitive base pay and how to manage tricky pay structure issues. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/managing-and-maximising-base-pay>
18. **Pay Transparency** – Walks through a 7-step roadmap to implement pay transparency, from policy design to employee communication. Here: <https://coaching-reward-heads-53e8.thinkific.com/courses/pay-transparency>

Bundle Offers (All prices include VAT)

Bundle	Includes	Price	(Savings)
Pay Bundle	Benchmarking, Base Pay, NMW, Pay Transparency. Here: https://coaching-reward-heads-53e8.thinkific.com/bundles/pay	£600	£100
Reward Governance	GPG, EPG, NMW, RemCo. Here: https://coaching-reward-heads-53e8.thinkific.com/bundles/reward-governance	£600	£100
Benefits Bundle	Benefits Strategy, Legal, Suppliers, Comms. Here: https://coaching-reward-heads-53e8.thinkific.com/bundles/bundle-of-4	£600	£100
Benefits & Wellbeing	All 4 benefits + 2 wellbeing modules. Here: https://coaching-reward-heads-53e8.thinkific.com/bundles/benefits-wellbeing-bundle-6-modules	£875	£175

Special offer: All 18 modules 12-month access bundle: £1,750 (saving £1,400). Here: <https://coaching-reward-heads-53e8.thinkific.com/bundles/12-months-all-modules>

Format & Access

- Each module takes **1 hour**
- Accessible **on-demand**
- Lifetime access (except 12-month bundle)
- Voice led slides + reflection tools
- Regularly updated to reflect 2025 Reward challenges

What's New in 2025? Updated: Pensions, RemCo, and Ethnicity Pay Gap modules **New Module:** Pay Transparency (released in April 2025).

