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COURSE BROCHURE

# Organisational Development and Reward Alignment Training Course

16 – 27 August 2027
Munich

# Organisational Development and Reward Alignment Training Course

**Ref:** 916_34637 **Date:** 16 – 27 August 2027 **Location:** Munich **Fees:** 9500 GBP

Organisational Development and Reward Alignment is a 2-week training course for senior OD practitioners and reward specialists who need diagnosis, culture change and pay design to pull in the same direction, ending with an OD and reward alignment plan. Organisations reshaping structures and roles find that unaligned pay quietly undoes the behaviours change work tries to build. Jupiter Prime Training frames Organisational Development and Reward Alignment as one discipline rather than two.

## Why Organisational Development and Reward Alignment Matters Now

Three forces shape this field today: flatter, skills-based structures that strain traditional grading; employees who compare pay fairness openly and expect clear career paths; and boards asking for evidence that people spending changes capability. An organisation that aligns its interventions with job evaluation, pay ranges and recognition sees new behaviours stick; one that ignores reward finds managers paying for the old culture while announcing a new one. The course draws on the Burke-Litwin causal model, the Weisbord six-box model and the human capital reporting guidance of ISO 30414 Human Capital Reporting Guidelines.

## Who Gains Most from Organisational Development and Reward Alignment

- Practitioners responsible for diagnosing organisational health and designing structural or cultural interventions
- Specialists responsible for job evaluation, grading frameworks and salary range design
- Leads responsible for recognition schemes, variable pay and incentive governance
- Business partners responsible for translating restructuring decisions into role and pay changes
- Heads of people functions responsible for linking capability investment to board reporting

The greatest gain comes when an OD lead and a reward lead from the same organisation attend together and build one shared plan.

## Organisational Development and Reward Alignment Capabilities

Participants learn to read an organisation's symptoms through both a change lens and a pay lens, and to sequence interventions so that grading, ranges and recognition reinforce the target culture.

- Assess organisational health with a diagnostic model and evidence from surveys and interviews — executive sponsors
- Design interventions at individual, team and structural levels — change steering groups
- Apply analytical job evaluation to build a defensible grading structure — remuneration committees
- Calculate salary ranges, compa-ratios and market positioning — finance partners
- Align recognition and variable pay with target behaviours — line leaders
- Build a sequenced alignment roadmap with measures — the executive board

## Key Organisational Development and Reward Alignment Terms

- Organisational diagnosis — A structured inquiry into how strategy, structure, culture and systems interact, used to locate the true causes of performance problems.
- Intervention architecture — The planned set and sequence of change actions aimed at individuals, groups and the whole organisation.
- Job evaluation — A systematic method of ranking roles by their relative size, using factors such as knowledge, problem solving and accountability.
- Pay range — The minimum, midpoint and maximum salary for a grade, setting the room for progression within that level.
- Compa-ratio — An employee's salary divided by the range midpoint, showing position against the intended market rate.
- Reward architecture — The combined design of base pay, variable pay, benefits, recognition and career paths that signals what an organisation values.

## Organisational Development and Reward Alignment Day by Day

### Day 1: Forces Reshaping Organisations and Pay

- Skills-Based Structures — Pressure on Traditional Grading Systems
- Pay Fairness Expectations — Employee Trust and Retention Risk
- Human Capital Reporting With ISO 30414 — Board Evidence Needs
- Open Systems Theory — Seeing Reward as Part of the Organisation
- Stakeholder Mapping — Sponsors for Joint Change and Pay Work

### Day 2: Diagnostic Models for Organisational Health

- Burke-Litwin Causal Model — Transformational Versus Transactional Drivers
- Weisbord Six-Box Model — Locating Gaps in Rewards and Relationships
- McKinsey 7-S Framework — Consistency Between Systems and Shared Values
- Diagnostic Interview Protocols — Surfacing Hidden Causes of Friction
- Organisation Health Surveys — Choosing Indicators Worth Tracking

### Day 3: Reading Culture and Behaviour

- Competing Values Framework — Profiling Current and Target Culture
- Schein's Levels of Culture — Artefacts, Values and Assumptions
- Behavioural Signals in Pay Data — What Rewards Actually Encourage
- Network Analysis of Informal Influence — Finding Culture Carriers
- Diagnostic Feedback Sessions — Agreeing the Case for Change

## Day 4: Designing OD Interventions

- Intervention Typology — Human Process, Technostructural and Strategic Choices
- Appreciative Inquiry Cycle — Building on Existing Strengths
- Team Effectiveness Interventions — Role Clarity and Collaboration
- Organisation Redesign Options — Spans, Layers and Decision Rights
- Intervention Sequencing Charts — Timing Change Against Pay Cycles

## Day 5: Leading Culture Change

- Kotter's Eight Steps — Building Momentum for Culture Shifts
- ADKAR Model — Individual Readiness and Reinforcement Needs
- Resistance Mapping — Pay Anxieties Behind Change Pushback
- Leader Role Modelling Plans — Visible Signals of New Norms
- Change Communication Cascades — Explaining Structure and Pay Moves

## Day 6: Job Evaluation and Grading Structures

- Point-Factor Job Evaluation — Defensible Ranking of Role Size
- Job Families and Career Levels — Progression Paths Across Functions
- Broadbanding Versus Narrow Grades — Flexibility Against Control
- Evaluation Panels and Appeals — Consistency and Employee Confidence
- Grade Overlap Analysis — Avoiding Compression Between Levels

## Day 7: Building Pay Structures

- Market Pricing With Salary Surveys — Choosing a Pay Positioning Policy
- Range Spread and Midpoint Progression — Room to Grow in Grade
- Compa-Ratio and Range Penetration — Spotting Outliers and Red Circles
- Pay Equity Audits — Identifying Unexplained Gaps by Group
- Structure Costing Models — Budget Impact of Moving to New Ranges

## Day 8: Recognition, Incentives and Benefits

- Variable Pay Design — Linking Bonus Metrics to Target Behaviours
- Recognition Scheme Architecture — Peer, Manager and Spot Awards
- Long-Term Incentive Choices — Retaining Critical Talent
- Benefits Portfolio Review — Flexibility and Perceived Value
- Total Reward Statements — Making the Full Offer Visible

## Day 9: Measuring Alignment and Impact

- Alignment Matrix — Mapping Interventions Against Reward Levers
- Human Capital Metrics Dashboard — Capability, Turnover and Pay Cost
- Pulse Surveys on Fairness — Tracking Perceived Reward Justice
- Pre and Post Intervention Comparison — Evidence of Behaviour Change
- Remuneration Committee Reporting — Presenting Trade-Offs Clearly

## Day 10: Practising the OD and Reward Alignment Plan

- Applying Burke-Litwin Diagnosis — A Case Organisation in Transition
- Applying Grading and Range Design — Case Restructure Pay Impact
- Applying Recognition Redesign — Reinforcing the Target Culture
- Peer Challenge Panels — Testing Sequencing and Costing Assumptions
- OD and Reward Alignment Plan — Final Roadmap and Measures

## Applying Organisational Development and Reward Alignment After the Course

- Run a Weisbord six-box diagnostic with one business unit and compare its reward findings with current compa-ratio data.
- Lead a joint review of one job family, testing whether its grading and recognition support the behaviours the change agenda names.

## Organisational Development and Reward Alignment Questions FAQ

### What is Organisational Development and Reward Alignment and why does it matter now?

It is the practice of designing change interventions and reward systems together so each reinforces the other. It matters now because flatter structures, skills-based roles and fairness scrutiny expose any gap between the culture leaders announce and the behaviours pay actually rewards.

### Which roles gain most from Organisational Development and Reward Alignment?

OD practitioners and reward specialists at senior level gain most. Business partners who handle restructures and heads of people functions reporting to boards also benefit, especially when an OD lead and a reward lead attend together and share one plan.

### How does Organisational Development and Reward Alignment differ from a standalone compensation course?

A standalone compensation course treats pay design in isolation. This alignment course starts from organisational diagnosis and culture, then shows how job evaluation, ranges and recognition must be sequenced with interventions so new behaviours last.

### What do you bring back from Organisational Development and Reward Alignment?

You bring back a costed, sequenced roadmap linking diagnostic findings to grading, pay range and recognition changes, with measures your sponsors and remuneration committee can track.

## Organisational Development and Reward Alignment: The Way Forward

The OD and reward alignment plan first informs which intervention to launch alongside which pay change, so the steering group and remuneration committee act on one timeline. OD and reward leads use it to brief sponsors and line leaders. After its first cycle, revisit the culture profile and fairness pulse results to judge whether grading and recognition still match the behaviours the organisation now needs.