



# Zero to GRP IN 10 DAYS

## STUDY FOR YOUR FAST-TRACK GRP REWARD QUALIFICATION IN LONDON OR LIVE STREAM GLOBAL REMUNERATION PROFESSIONAL (GRP)<sup>®</sup> SUMMER SCHOOL



**> 29 June-3 July 2020:  
London GRP summer school:  
5 x one-day live-streamed  
classroom + online learning  
+ one-to-one tutorials:**

**29 June:**  
Total Rewards Management (GR1)

**30 June:**  
Quantitative Principles in  
Compensation Management (C3E)

**1 July:**  
Job Analysis, Documentation and  
Evaluation (GR3)

**2 July:**  
Base Pay Administration and Pay for  
Performance (GR4)

**3 July:**  
Variable Pay (GR6)

**> 7-11 September 2020:  
London GRP summer school:  
5 x one-day live-streamed  
classroom + online learning  
+ one-to-one tutorials:**

**7 September:**  
International Remuneration (GR7)

**8 September:**  
Strategic Communication in Total  
Rewards (GR9)

**9 September:**  
Market Pricing (GR17)

**10 September:**  
International Financial Reporting  
Standards for Comp. Professionals  
(T7)

**11 September:**  
Business Acumen for Comp.  
Professionals (C8)

### Your tutor



Alan Gibbons  
The Reward Practice

**E-reward Summer School, a blended learning approach combining face-to-face learning and online study.**

**An innovative new way to achieve your GRP reward qualification in just a couple of weeks.**

**Attend all 10 courses, or pick one or two classes of your choice.**

### Fees

GBP £1,050 + VAT per delegate for each GRP course.  
Total fee for 10 courses, 10 exams, 10 skype tutorials,  
10 pre-recorded videos, 10 classroom days = £10,500 + VAT.



## E-REWARD SUMMER SCHOOL

We are running two Summer Schools, covering all 10 of the GRP courses:

:: 29 June to 3 July 2020: Five one-day classroom courses – GR1, C3E, GR3, GR4 & GR6

:: 7 to 11 September 2020: Final five one-day classroom courses – GR7, GR9, GR17, T7 & C8

Each study week we will offer half of the GRP syllabus (five courses) in just five days. Each GRP course will be delivered **IN ONE COMPACT CLASSROOM DAY** combined with online self-study – drastically reducing the usual 2.5 days of your time, plus travel.

The GRP Summer School is a blended learning approach combining face-to-face learning, online study and a one-to-one coaching.

**You can attend to each one-day classroom course, or simply pick a class of your choice.**

## ANNOUNCEMENT

Given the uncertainty surrounding the current Coronavirus situation, we will live stream the 29 June-3 July Summer School classes rather than offer a physical classroom option in central London.

Whilst we do hope that as many of you as possible will be able to join us in person for the September classroom sessions, we will continue to closely monitor developments and react to any changing conditions to ensure we keep our employees, attendees and instructors safe. So, if need be, we will also live stream the September sessions.

Here at E-reward we aim to support you in every way on your road to GRP certification, and so we hope that the arrangements we have made will help us to navigate these difficult months.

We do guarantee you will have a superb learning experience with us – if you don't we will offer you a full refund.

## THE NEW SUMMER SCHOOL WORKS LIKE THIS

### 1: Online learning

Delegates will have prior access to online course material delivered by Alan Gibbons.

You can access these videos for 45 days before the Summer School starts. Access ends on the day of the class. This online material will take you through each GRP course via two or three online recordings, which you can access as often as you like.

Course material is pre-recorded in two-hour modules by Alan Gibbons. The recorded modules will be up to two hours long: the number of modules per course will vary between two or three, depending on the course material.

Delegates will also receive a PDF version of the WorldatWork course book.

**This element of the Summer School is a self-paced, online learning experience that allows you the flexibility to study at a time that suits you.**

### 2: Personal, one-to-one tutorial/coaching

Our key aim is to support delegates through this entire Summer School. To provide extra support, each course participant will be entitled to a private, one-to-one 'Skype-style' tutorial session with Alan, giving you the opportunity to ask questions about the course material once you have viewed it online.

This will provide strong individual support, so that you arrive at the classroom event well prepared to go through the material and to sit the exam.

**Alan will ensure that you are ready to attend the classroom sessions with full confidence.**

### 3: Face-to-face classroom, one-day duration per GRP module in London/Live streamed

Each course will then be delivered **IN ONE COMPACT CLASSROOM DAY** that delegates attend in person via live streaming for the duration of the pandemic crisis.

It's not only a revision class, we will also cover any case studies and exercises that are essential to getting maximum benefit from the course. Case studies will be streamlined so that we cover all of the course material comfortably in one day.

We will run through all of the course material, focussing on key learnings and touching on the case studies wherever these are appropriate, so that there is enough time to cover the course modules in a very similar style to the original two-day events.

The classroom event includes the added value of face-to-face interaction with the tutor and other students from the UK, mainland Europe and the Middle East.

**Each of the 10 face-to-face GRP classroom courses starts at 9am with a 4pm finish (BST London).**

### 4: Exam

Our experience has confirmed that the best time to take each of the 10 GRP exams is right after the preparation course concludes, and therefore the exam (90-95 multiple-choice questions) will be taken on the same day as the classroom.

We will host the exam online for the duration of the pandemic lockdown or at our London venue once restrictions are lifted, from 4.30pm to 6.30pm.

## SUMMER SCHOOL DATES

**GRP is the only global qualification available and is recognised by all of the world's leading organisations as a mark of professional capability in this field.**



10 GRP courses, 10 exams, 10 coaching sessions via zoom, 10 classroom days, 10 sets of online videos, 10 course books.

£1,050 + VAT per delegate per individual course; £10,500 + VAT if you wish to attend all 10 GRP courses in London.

### > 29 June-3 July 2020: London GRP summer school:

**5 x one-day classroom + blended learning + one-to-one tutorial with Alan**

29 June: Total Rewards Management (GR1)

30 June: Quantitative Principles in Compensation Management (C3E)

1 July: Job Analysis, Documentation and Evaluation (GR3)

2 July: Base Pay Administration and Pay for Performance (GR4)

3 July: Variable Pay (GR6)

### > 7-11 September 2020: London GRP summer school:

**5 x one-day classroom + blended learning + one-to-one tutorial with Alan**

7 September: International Remuneration (GR7)

8 September: Strategic Communication in Total Rewards (GR9)

9 September: Market Pricing (GR17)

10 September: International Financial Reporting Standards for Comp. Professionals (T7)

11 September: Business Acumen for Comp. Professionals (C8)

## YOUR TUTOR

All of our Summer School courses will be led by Alan Gibbons, one of E-reward's most experienced and popular instructors and one of Europe's best-known total rewards experts. Alan has been an HR and rewards consulting partner at both KPMG and PwC in London, as well as being Head of Reward Consulting at Accenture, a leading consulting firm.

Over the last 35 years, Alan has worked with a large number of Fortune 500 and FTSE 100 companies and has specific rewards experience in banking, retail, brewing, manufacturing, communications and hi-tech companies. He has helped a range of companies with mergers and acquisitions, and has a reputation for getting things done.

Alan is looking forward to sharing experiences and case studies with participants, and will be happy to draw on the course material to help attendees with their own total rewards and pay structure issues.

## REGISTER NOW

Per delegate for each module GBP £1,050 + VAT per course:

Each ticket covers attendance for one person only for the duration of each individual classroom course plus exam, and includes online learning materials, course book and Skype tutorial.



## FREQUENTLY-ASKED QUESTIONS

### ***Why has E-reward launched the GRP Summer School?***

Money and time! We all want to save it and this way of learning enables you to achieve your GRP reward qualification in a matter of just a couple of weeks, saving you numerous trips to London. If you just want to attend one or two of these classes, that's ok too. You don't need to sign up for all 10 classes.

But don't worry, we'll still be hosting the more conventional 2.5-day classes though, if that's what you prefer.

### ***Do I have to come to London to do these courses in person in June/July 2020?***

Given the uncertainty surrounding the current Coronavirus situation, we've decided to stream the courses live from our office via zoom to enable participants to attend courses virtually. Full log on and joining instructions will be provided shortly before the class(es) that you have registered to attend. Each live stream features ongoing interaction with our tutor throughout the entire live-streamed classroom event.

### ***Tell me more about the content of the courses. What's covered?***

GRP is the only global qualification available and is recognised by all of the world's leading organisations as a mark of professional capability in this field. It's the most broad and in-depth reward training you will find.

The 10 course programmes are here: <https://view.publitas.com/e-reward-co-uk/grp-brochure-jan2018/page/1>

Certification exams are uniform, whether undertaken in Australia, China, Europe or Russia.

### ***Will the September classes also be live streamed or will I need to attend in person in London?***

Whilst we do hope that as many of you as possible will be able to join us in person in London for the September classroom sessions, we are closely monitoring the evolving coronavirus situation on behalf of our staff, contractors and all those scheduled to attend upcoming classes. The safety, comfort, and security of our guests and employees are our highest priority and will guide our ongoing decisions. So, if need be, we will also live stream the September sessions.

### ***What time does the classroom day start?***

Each of the 10 face-to-face classroom course starts at 9am with a 4pm finish (BST London).

### ***Will I be taught by an instructor in the classroom?***

All of our Summer School courses will be led by Alan Gibbons, one of E-reward's most experienced and popular instructors and one of Europe's best-known total rewards experts.

### ***When will I gain access to the online learning videos***

Course material is pre-recorded in two-hour modules by Alan Gibbons. You will be given access to these videos for 45 days before the Summer School starts. This online material will take you through each GRP course via two or three online recordings, which you can access as often as you like. Your access ends on the day of the class so it's essential that you study these modules before the classroom day.

The pre-recorded modules will be up to two hours long: the number of modules per course will vary between two or three, depending on the course material.

### ***How interactive is the live-streamed class? Can I ask questions?***

We have already piloted live streaming GRP classes – and it's proved hugely successful with participants. The live-streamed classroom course is very interactive – you can interact with our tutor, Alan Gibbons, and other delegates, break out into small groups, do all the group exercises, just like attending in person in a physical classroom.

- Features Q&As and ongoing interaction with the tutor throughout the entire virtual classroom event.
- Includes virtual hand-raising.
- Features 'breakout rooms' – our tutor will split the class into separate teams so multiple participants can collaborate on group exercises.
- Number of participants for our virtual classroom will be limited to 10.
- It's easy to join our online classes with a tap of a button.

### ***How long is each course?***

Each study week we will offer half of the GRP syllabus (five courses) in just five days. Each GRP course will be delivered in one intensive classroom day combined with online self-study you do before hand – drastically reducing the usual 2.5 days of your time, plus travel.

### ***Can I get personal tuition free of charge before I come to London?***

We want to provide strong personal support throughout your Summer School experience so that you arrive at the classroom event well prepared to go through the material and to sit the exam. To provide additional support, each course participant will receive a private, one-to-one 'Skype-style' tutorial session with Alan, giving you the opportunity to ask questions about the course material once you have viewed it online.

### ***How much reading do I need to do before I come to London?***

As well as the training videos, you will receive an electronic copy of the course book (PDF) so that you can print it out, read it ahead of the classroom day and then follow the streamed course, exactly as you would if you were live in the classroom. Each of the 10 GRP courses has an accompanying course handbook.

### ***How many courses can I attend in one week?***

You can pick and choose which of the one-day courses to attend, and sit the exams the same afternoon, after a day of intensive classroom training which will build on the online training you have completed in advance. You are free to come for the whole two weeks, or just the days on which the courses you are interested in will be delivered.

### ***When will I take the exam***

The best time to take your GRP exams is when the content is still fresh in your mind right, and therefore the exam (90-95 multiple-choice questions) will be taken online following the end of the classroom day, from 4.30pm to 6.30pm. Results normally take two to three weeks to be processed.

### ***What is the cost (£ GBP) of achieving the GRP qualification in London?***

Each of the 10 individual course costs £1,050 + VAT per delegate. That's a total of £10,500 + VAT if you wish to attend all 10 GRP courses: 10 required exams, 10 coaching sessions via zoom, 10 classroom days, 10 course books, 10 sets of online training videos.

### ***Where do you host the classes in London?***

For the last few years we've hosted our classes at The Hard Rock Hotel in Marble Arch.