

Only one (virtual) classroom day required, instead of two. Rest of course, study pre-recorded videos at home/work at your leisure. Plus one-to-one tutorials.

Zero to GRP IN 10 DAYS

**THE PATH TO
GLOBAL REMUNERATION PROFESSIONAL (GRP)
QUALIFICATION JUST GOT EASIER**

LIVE-STREAMED, FAST-TRACK GRP TRAINING

**GLOBAL REMUNERATION PROFESSIONAL (GRP)[®]
WINTER SCHOOL**

GRP WINTER SCHOOL

Each GRP course is made up of a live-streamed classroom day backed up with online learning videos and a one-to-one tutorial.

11 November:
Total Rewards Management (GR1)

12 November:
Quantitative Principles in
Compensation Management (C3E)

13 November:
Job Analysis, Documentation and
Evaluation (GR3)

25 November:
Base Pay Administration and Pay for
Performance (GR4)

26 November:
Variable Pay (GR6)

27 November:
International Remuneration (GR7)

3 December:
Business Acumen For Compensation
Professionals (C8)

4 December:
Strategic Communication In Total
Rewards (GR9)

8 December:
International Financial Reporting
Standards For Comp Professionals
(T7)

9 December:
Marketing Pricing (GR17)

Your tutor



Alan Gibbons
The Reward Practice

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

An innovative new way to achieve your GRP reward qualification in record time.

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 WINTER SCHOOL

The Winter School will cover all 10 of the GRP courses.

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 Winter School is a blended learning approach combining face-to-face learning, online study and a one-to-one coaching session.

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

E-REWARD WINTER SCHOOL WORKS LIKE THIS

1: Online learning

Delegates will have prior access to online course material recorded and presented by Alan Gibbons.

You can access these videos for three weeks before your Winter School course starts. Access ends on the day of the class.

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

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

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

Our key aim is to support students through this entire Winter 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 your classroom sessions with full confidence.

3: One live-streamed day per GRP module

Each course will then be delivered **IN ONE COMPACT CLASSROOM DAY** that delegates (this year only) attend via live streaming.

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, Africa and the Middle East.

Each of the 10 face-to-face GRP classroom courses starts at 9am with a 4.30pm finish (London).

4: Online exams

Schedule your online exam at a time that suits you best.

WINTER 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 with E-reward.

11 November:

Total Rewards Management (GR1)

12 November:

Quantitative Principles in Compensation Management (C3E)

13 November:

Job Analysis, Documentation and Evaluation (GR3)

25 November:

Base Pay Administration and Pay for Performance (GR4)

26 November:

Variable Pay (GR6)

27 November:

International Remuneration (GR7)

3 December:

Business Acumen For Compensation Professionals (C8)

4 December:

Strategic Communication In Total Rewards (GR9)

8 December:

International Financial Reporting Standards For Comp Professionals (T7)

9 December:

Marketing Pricing (GR17)

YOUR TUTOR

All of our Winter 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 course plus exam, and includes online learning materials, course book and one Skype tutorial.



FREQUENTLY-ASKED QUESTIONS

Why has E-reward launched the GRP Winter 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.

Do I have to come to London to do these courses in person in 2020?

Given the uncertainty surrounding the current Coronavirus situation, we've decided to stream the courses live from our UK 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, Africa, China, Europe or Russia.

What time does the classroom day start?

The virtual classroom day will start at 9am with a 4.30pm finish (London). The day is split into four sessions:

9am to 10.15am / 10.30am to 12 noon / 1pm to 2.15pm / 2.30pm to 4.30pm

From 5pm – take your exam right from the comfort and convenience of home or revise for a few more days and sit the exam the next week. The choice is yours. (Exams must be taken within 120 days of the course date.)

Will I be taught by an instructor in the classroom?

All of our Winter 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 convenient modules by Alan Gibbons. You will be given access to these videos three weeks before your Winter School course starts. This online material will take you through each GRP course via pre-recorded modules, 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.

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

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.
- It's easy to join our online classes with a tap of a button.

Can I get personal tuition before I do my virtual classroom day?

We want to provide strong personal support throughout your Winter 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.

When will I take the exam

We are pleased to offer the exam online. This method allows you to take your exam at the date, time and location that best fits your needs (within 120 days of the course). You can sit the exam from the comfort of your own home or office – anywhere that you have internet access and a laptop.

You will need to register (WorldatWork will let you know how) and then schedule a time to take the exam. There are always lots of slots free – either immediately or sometime in the future.

You will receive your results immediately.

What streaming platform do you use?

We stream the courses live from Alan's office via **Zoom** to enable participants to attend courses virtually from wherever they wish.

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

Each of the 10 individual courses 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.