CHRO ASSOCIATION

Rewards Leadership Development Program

Preparing the Next Generation of Total Rewards Leaders





Elevate Your Impact. Lead with Confidence.

The Rewards Leadership Development Program (RLDP) is an immersive, year-long experience designed to prepare emerging leaders to step confidently into the **Head of Total Rewards** role.

Built for ambitious professionals who already possess strong technical expertise in compensation, benefits, or global rewards, the RLDP focuses on the advanced leadership, strategic, and communication capabilities required to thrive in high-pressure, enterprise-level environments.

The RLDP experience will accelerate your growth through a blend of peer networking, live practice, experiential learning, and coaching—all grounded in the real business challenges you're facing now and the ones waiting in the seat ahead.





A PURPOSE-DRIVEN EXPERIENCE

The purpose of the RLDP is simple yet powerful: **to accelerate your readiness to lead.** Graduates of the program will:

- **Prepare to lead** the Total Rewards function with confidence and strategic vision.
- **Develop a strong personal leadership identity,** capable of influencing executives at the highest levels of the organization.
- **Build a trusted professional network** of peers, mentors, and experts who will continue to provide insight, perspective, and support long after the program ends.
- **Think like an enterprise leader,** reading how the business creates value and translating its direction into rewards strategy.



The Learning Journey

As part of the RLDP, you'll complete a four-part learning journey over the course of the program. The curriculum combines structured learning, coaching, and live hands-on applications to create an engaging and diverse experience.

1 Building Strategic Identity & Influence

Every new rewards leader works within boundaries, some set by the role and some set by themselves. This part of the program starts by finding them. You'll explore the leader you are and the one the role demands. You'll see your business through a sharper lens, from its competitive position and workforce to the policy and global shifts on the horizon. Then you'll put influence to work, and learn when a well-placed *no* moves the room further than a *yes*.

2 Mastering Executive Communications

Learning how to craft effective communications for diverse stakeholders is key to success for today's Total Rewards leader. In the second part of the program, you'll practice transforming data and complex technical concepts into compelling stories and learn how to tailor key messages to the perspectives of board members, executive leaders, and other key stakeholders. You'll showcase your boardroom-ready presentation skills in a simulated compensation committee experience.

3 Leading at the Enterprise Level

The most trusted rewards leaders are valued as experts on the business, not just on the function. In this part of the program, you'll set aside the functional lens to understand how your company creates value, why customers choose it, and what threatens that. You'll translate where the business is heading into talent and rewards strategy, learn from functions outside your own, and step into the chair of the leaders you advise. Then you'll bring a clear point of view to the table and tell the story that moves leaders toward a decision.

4 Rewards and Value Creation

The culmination of your learning journey will be a challenging capstone project where you'll demonstrate your strategic agility and knowledge of the function. Working in teams, you'll demonstrate innovative approaches to solving a real-world issue, bringing together all the concepts you've learned throughout the program.

KEY PROGRAM COMPONENTS

- **In-Person Immersive Events:** three in-person events designed for peer learning, practice, and self-reflection.
- **Live Practice Labs:** virtual sessions where you put your learning into action and receive real-time feedback from peers and experts.
- **Leadership Assessment:** personalized insights gained through the Hogan Assessment.
- **Coaching:** Monthly one-on-one sessions focused on presence, influence, and political savvy.
- **Stretch Assignments:** Take on real work that stretches toward the Head of Total Rewards seat, with options designed to fit your current role and access.



The Power of Connection: Learning from Peers

One of the most valuable aspects of the Rewards Leadership Development Program is the opportunity to connect face-to-face with a select group of peers who share a deep commitment to advancing the field of Total Rewards. Our learning approach combines self-directed and virtual learning experiences with three immersive retreats over the course of the program.

- **Program Kick Off:** May 4–6, 2027 (Washington, DC)
- **Compensation Committee Simulation:** September 28–30, 2027 (Washington, DC)
- **Final Capstone Event:** March 2028 (TBD)

RLDP in-person events create a unique environment where participants can exchange real-world insights from diverse industries and organizations, collaborate on complex business challenges through team-based simulations, and build authentic, lasting relationships with peers who understand the unique demands of the Total Rewards role. The trust and camaraderie developed during these sessions will extend well beyond the program, forming a professional network that supports continued growth and collaboration.

The in-person sessions are designed not only for learning, but for inspiration and renewal—spaces where participants can step away from day-to-day pressures to reflect, reimagine, and refine their leadership vision.

Coaches and Expert Faculty: Guided by Those Who've Led the Way

RLDP participants also benefit from direct interaction with seasoned executives and thought leaders who have successfully led Total Rewards functions at the highest levels. These experts bring both strategic insight and personal experience, offering guidance that helps bridge the gap between concept and practice.

Through **one-on-one coaching**, you'll receive personalized feedback on your leadership style, executive presence, and influence strategies. Coaches act as sounding boards and trusted advisors—helping you translate self-awareness into action, refine communication techniques, and build confidence in high-stakes settings such as board meetings or executive presentations.

The **expert faculty**—a carefully curated group of current and former Heads of Total Rewards, CHROs, and senior HR practitioners—deliver practical lessons drawn from their own leadership journeys. They provide context for the challenges and opportunities facing today's Total Rewards leaders, from influencing the boardroom and understanding the business to becoming a trusted enterprise leader.

Together, the coaches and faculty create a powerful support system that blends accountability, encouragement, and inspiration. Participants leave each engagement with tangible takeaways, new frameworks for decision-making, and renewed motivation to lead with authenticity and purpose.



UNLOCKING YOUR LEADERSHIP POTENTIAL THROUGH PERSONAL INSIGHT

As part of the Rewards Leadership Development Program, you'll complete the *Hogan Leadership Assessment,* a research-based tool used by leading organizations worldwide to evaluate leadership potential, derailers, and values.

The Hogan Assessment provides a powerful opportunity to deepen your self-awareness and understand how your personality influences your leadership effectiveness. You'll learn how to recognize your strengths, identify potential blind spots, and develop strategies for maximizing your leadership impact.



Are You Ready?

The RLDP is more than a leadership course—it's a **career accelerator** for those ready to shape the future of Total Rewards. Participants emerge not only with a deeper understanding of the role of global rewards systems in supporting the goals of the business, but also with the executive presence and strategic voice required to influence decisions at the top of the organization.

If you aspire to lead with purpose, drive innovation, and make a lasting impact on your organization's reward strategies, the RLDP will give you the tools—and the confidence—to get there.