



सिद्धिमुलं प्रबन्धनम्
भा. प्र. सं. इन्दौर
IIM INDORE

भारतीय प्रबंध संस्थान इंदौर INDIAN INSTITUTE OF MANAGEMENT INDORE

Strategic Reward Management

Date: February 10-12, 2026 | Location: IIM Indore Campus



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Overview:

Strategy of a firm needs to be ably supported by appropriate reward choices to help organization gain and sustain competitive advantage. Reward is a powerful lever to change behavior, direct effort to performance goals, create desired internal culture as well as send signals to external competitive landscape regarding appropriate employee fit. Design of appropriate reward management provides choices and demands trade-offs in terms of fairness, workability in terms of ease and cost of administration and most importantly, encourage strategy-critical behaviors.

This program is designed to provide insights about strong congruence between business strategic imperatives, tactical posturing, competitive landscape of labour and reward management practices, as firms face pressures from economic, sociopolitical and regulatory context.

Objective:

Pay matters. What you pay for matters. How you pay matters.

But what pay achieves for the business matters the most.

1. Principles underlying development of a total reward management strategy of a firm.
2. The fine process of designing a reward system such that it meets the requirements of individuals (in terms of internal equity and external equity), the organization (in terms of meeting strategic goals and containing labor costs), and society (in terms of fairness and justice).
3. Using reward management as a source of competitive advantage

Content:

In this programme, we will discuss issues around:

1. Strategic reward management as a fit with business strategy and environmental conditions.
2. Diagnostic framework to assess implication of existing reward policy in context of your own organization.
3. Internal alignment and ability to drive value creation and enablement as well as fairness.
4. External competitiveness and ability to attract appropriate talent in competitive labour market.
5. Linkage to performance and ability to signal and sort appropriately
6. Anatomy of pay structure
7. Create reward framework in line with corporate HR paradigm, and four policy choices around internal alignment, external competitiveness, employee contribution and administration – design tailored, targeted reward system

Target Audience:

Managers working in the Compensation and Benefits stream, Senior HR Managers, and Owners of businesses.

Fee:

The fee for the programme is Rs. 54,000 /-* per participant (Includes course material). GST, as applicable, will be additional.

Discount:

An organization sponsoring five or more participants to an MDP will be entitled to a group discount of 10% on the total fee payable provided that at least five participants actually attend the programme. If the actual participation is less than 5, refund may be made after deducting the full fee of actual number of participants who attend the training programme. The group discount would be applicable only to short duration programmes of up to 20 days.

Accommodation:

Participants opting for accommodation at Indore will be provided room on twin sharing basis, in furnished air-conditioned rooms. Accommodation is on twin sharing basis from noon of day before the first day to noon of the day after the last day of the programme. In case a participant desires accommodation on single occupancy basis, the same may be provided on request, on first-come first-served basis, subject to availability and applicable accommodation charges.

Status of IIMI Alumni for Executive Education Programmes:

The participant who completes the programme successfully will be eligible for the Executive Education Alumni status of IIM Indore. The participant is required to apply separately along with the necessary fee of Rs.1,000/- + GST @18% per person (for two years) and Rs. 10,000/- + GST @18% per person (for Lifetime) to register his name with IIM Indore Executive Education Alumni.

Benefits of IIM Indore's Alumni include:

- a) Subscription to the brochures and newsletters from IIM Indore
- b) Access to the IIM Indore Campus Library (on-site access only)
- c) Official email ID of the institute

The Executive Education Alumni status will be available on request and participants will be required to follow the documentation process set-up by the Alumni office.

Mere successful completion of the programme, application submission, and fee does not entitle a participant to be eligible for executive education alumni status. IIM Indore reserves the right to confer executive education alumni status.

IIM Indore reserves the right to modify the above conditions at its discretion at any time without notice. Only the courts at Indore will have the territorial jurisdiction to try any disputes arising in respect of the Executive Alumni membership being granted.

Registration:

Participants are generally to be sponsored by organizations. However, applications by Individuals may also be accepted. A formal communication regarding the acceptance of nomination/application will be sent to nominees prior to commencement of the programme. Nomination form (s) and programme fee through Electronic Fund Transfer must reach the MDP Office 15 days prior to commencement of the programme.

Faculty Coordinator:

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About IIM Indore

Indian Institute of Management Indore (IIM-I) is an autonomous public business school located in Indore, Madhya Pradesh, India. IIM Indore has received the prestigious Triple Crown accreditations - first from the Association of MBAs, AMBA in 2016 (a UK-based accreditation agency), second from the AACSB in 2019, and third from the EFMD Quality Improvement System (EQUIS), the globally recognized international organization for management development, in December 2019. IIM Indore is the second IIM in India to receive these triple accreditations.

National and International Rankings

IIM Indore, due to its consistent efforts in improving academic standards and achieving academic excellence in all its programmes, has achieved commendable rankings by various National and International ranking agencies. Presently, IIM Indore is ranked 8th in the NIRF ranking (a Ministry of HRD, Government of India initiative), 61st globally in the Executive Education (Open) programmes and 85th globally in the Executive Education (Customized) programmes in the FT Ranking and 25th rank (Asia) in QS World Rankings for our global MBA



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