

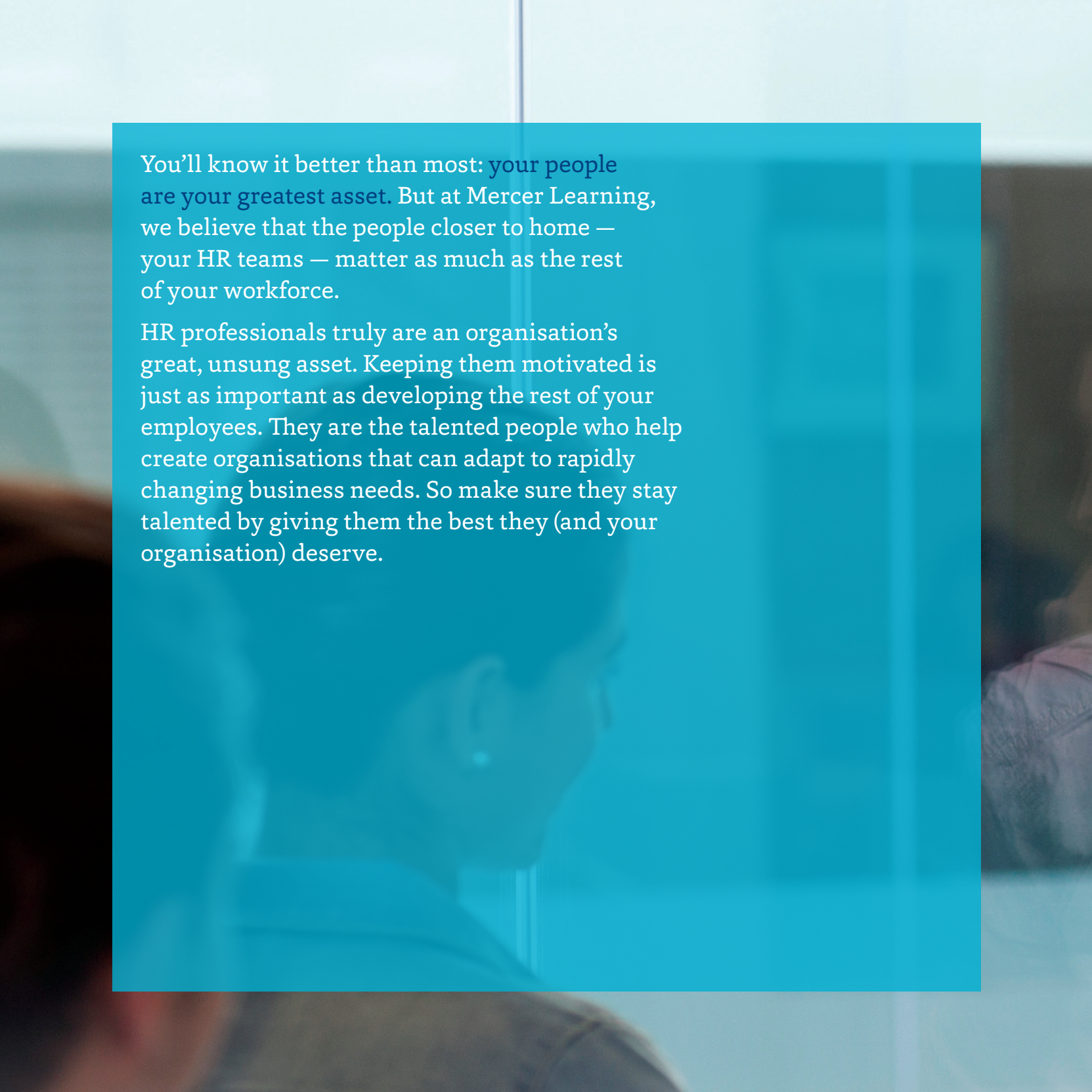
HEALTH WEALTH CAREER

HELP YOUR BUSINESS GROW DEVELOP YOUR HR PROFESSIONALS FIRST



MERCER LEARNING

 **MERCER**
MAKE TOMORROW, TODAY



You'll know it better than most: your people are your greatest asset. But at Mercer Learning, we believe that the people closer to home — your HR teams — matter as much as the rest of your workforce.

HR professionals truly are an organisation's great, unsung asset. Keeping them motivated is just as important as developing the rest of your employees. They are the talented people who help create organisations that can adapt to rapidly changing business needs. So make sure they stay talented by giving them the best they (and your organisation) deserve.

HR IS A CAREER – GIVE YOUR HR TEAM WHAT THEY NEED

If organisations are to guarantee their HR employees long-term growth, they need to make sure they have their HR team in for the long term too.

HR professionals increasingly want to work for organisations in which they know their skills are going to be appreciated and developed – through a career that sees both them and the organisation grow. Mercer Learning meets this need by equipping your HR team with the right skills, at the right level, and at the right time, so they can advance in line with the development of the business.

We believe all good training should be continuous, and Mercer Learning helps your organisation at all stages – from those at entry level, right through to managers and leaders, where learning is less about the content and more about maintaining networks through Mercer's forums and conferences.

WHAT'S GOOD FOR THEM IS GOOD FOR YOUR ORGANISATION

Deepening and strengthening your HR competencies doesn't just create engaged HR departments with teams that will go the extra mile; it future-proofs organisations by giving HR the tools and knowledge they need to ensure the business moves forward.

BOOK WITH US TODAY TO INCREASE YOUR ORGANISATIONAL AND HR CAPABILITY

It's by having a professional, adaptable HR function that true organisational performance is created. By partnering with Mercer Learning you'll access a brand new approach that moves training from the nice-to-have to the must-have.

Mercer's experts have created a suite of learning interventions for the entire HR function to help organisations grow and steer their people through a learning pathway that meets their learning needs.

Our training will deliver the skills and knowledge your people need to make an impact back in your organisation.

WHAT'S NEW?



R3 W5					R2 W5					R1 W5					R29 W4					R28 W4				
1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
36	31	32	33	34	35	36	31	32	33	34	35	36	33	34	35	36	33	34	35	36	31			
25	30	29	28	27	26	25	30	29	28	27	26	25	28	27	26	25	28	27	26	25	30			
14	19	20	21	22	23	24	19	20	21	22	23	24	21	22	23	24	21	22	23	24	19			
04	09	10	11	12	13	14	09	10	11	12	13	14	11	12	13	14	11	12	13	14	09			

HR professionals' capacities take time to grow, which is why our training methodology is modular, and yet career-level specific. Those new to their learning journey can gain all the up-skilling they need now, but learners can see a clear development pathway for what their future knowledge needs will be as they progress their own careers too.

Here's how we've transformed our learning courses.

GLOBAL REWARD TRAINING – TRANSFORMING YOUR REWARD PEOPLE

With a brand new modular approach, which now includes e-learning, our extensive curriculum gives professionals the skills they need to make the right interventions at the right stage in their career.

Mercer Learning arms HR with the confidence to partner with a single provider, safe in the knowledge that they will have the best framework for best-in-class reward management, and the right learning pathway in place to allow those who work in reward to move at the pace appropriate for them.

Our learning supports your learning journey across four key career stages and includes numerous courses within each level.

NEW TO REWARD FUNCTION
HR GENERALIST



'Mercer Learning Online'
programme of online courses
— a framework for learners to
structure their knowledge
as they begin their career
or for generalists that need
to know the basics

MANAGER



Advanced Reward Management
—
Strategic Partnering for
Reward Professionals
—
International Position
Evaluation (IPE)

EARLY CAREER STAGES
ANALYST



Reward Fundamentals
—
Compensation Benchmarking
—
International Position
Evaluation (IPE)

LEADER



Access to Mercer's Compensation
and Benefits Conference
—
Membership of European
Reward Network
—
Membership of Mercer's
industry groups



**MORE
BESPOKE
SOLUTIONS**

Want us to bring
the learning to your
own organisation,
or develop content
specifically to suit you?
Not a problem!

GLOBAL MOBILITY TRAINING — OPERATE, MANAGE, LEAD

Global mobility professionals are facing ever more complex challenges in managing globally mobile talent. Over recent years, there was a rise of nearly 25% in overseas assignments. Coordinating and managing the workforce is critical to business success, where technical skills have become crucial to functioning at maximum effectiveness and keeping the organisation moving.

Mercer's training course curriculum provides the complete picture — from supporting the basics to detailed and advanced policy design. Our courses help participants practise calculations, discuss scenarios, and also learn from peers.

Training courses are delivered on a modular basis, designed to meet the career needs of professionals at three specific points in their careers as Global Mobility specialists.

GLOBAL MOBILITY
FOUNDATIONS

OPERATE



For entry level/early career global mobility professionals and those with equivalent responsibilities

Introduction to expatriate compensation

Introduction to expatriate benefits

Introduction to expatriate programme administration

GLOBAL MOBILITY
MANAGEMENT

MANAGE



For management level global mobility professionals and those with equivalent responsibilities

Governance, risk and policy design

Function, vendors and technology

STRATEGIC TALENT
MOBILITY

LEAD



For senior management, director level global mobility professionals and those with equivalent responsibilities

Talent mobility

INTRODUCING MERCER LEARNING ONLINE

Mercer Learning Online is a comprehensive learning solution that is designed to build HR capabilities: both core and technical. Our e-learning modules are grouped into 5 HR disciplines, known as tracks, which include: Performance & Rewards, Analytics & Change, Talent Management, Business Partnering and Talent Acquisition.

Each track offers a highly practical, foundation level of training across 19 e-learning modules. This is a standard product without customization designed to help build baseline knowledge of new and seasoned HR practitioners wanting to broaden or advance their skill set.

Developed by Mercer subject matter experts, we provide a ready-to-go, online learning platform that is uniquely positioned to offer participants an engaging learning experience with the following features and benefits:

- 30-45 minutes per module viewable on multiple platforms.
- Each module can be completed in its entirety or in small segments, in your own time.
- Toolkits and sample documents can be downloaded for each of the 18 modules.
- Knowledge audits are available at the end of each session to test understanding.
- Currently available in English and Mandarin.

Certificates of completion are available for download once all modules and evaluations have been completed.

For more information, visit
www.imercer.com/mercerlearningeurope.



VISIT OUR WEBSITE IF YOU WANT YOUR HR TEAM TO:

- 1 Grow and develop professionally, helping your organisation grow.
- 2 Contribute towards the strategic business partner learning.
- 3 Become the go-to global mobility expert internally.

WHY MERCER LEARNING?



Mercer has been **ranked the #1 HR consultancy** by Vault.com for nine consecutive years.



All courses are based on Mercer's points of view and can be **applied to global functions with local adaptations.**



All courses are **constantly updated and delivered by Mercer's experts**, who work with leading organisations every day.



We will bring learning directly to your organisation and **develop content specifically for you.**

For further details on
public and in-house training,
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For more information including
dates and pricing, and to book
courses, visit [www.imercer.com/
MercerLearningEurope](http://www.imercer.com/MercerLearningEurope).



For further information, visit our website at:
www.imercer.com/mercerlearningeurope

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