



parc

2027

LEARNING
PROGRAMME

Collection of 2027 PARC
Learning Programmes



Strategic Reward Skills Masterclass: Developing the Next Generation of Reward and HR Leaders

Learners

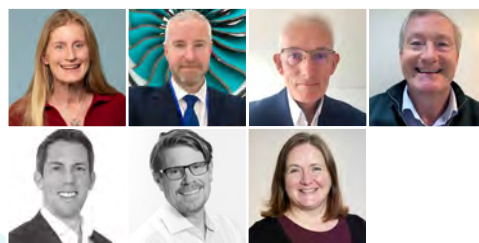
LEARNING RESIDENTIAL

TUE 11 – WED 12 MAY

Day 1: 09.15 – Day 2: 17.00

Wotton House,
Guildford Road, Wotton, Dorking RH5 6HS

Register →



KAREN CLARK, Managing Director, **PARC**.
JOEL GRIFFIN, Business Member, **Armed Forces Pay Review Body**. **RICHARD HORTOP**, Experienced Reward Director and Consultant. **DREW MATTHEWS**, Group Reward Director, **WPP**. **ED MOTTLEY**, Founding Partner, **Ellason LLP**. **MATT STEVENS**, Experienced CFO. **JULIE WITHNALL**, Reward Director, **Associated British Foods**.

Plus guest speaker

Faculty bios →

For more details on this Learning opportunity, and the PARC curriculum, see the [website](#).

2027 PARC LEARNING PROGRAMMES

27 MAY	LEARNING PRIMER Foundations of Reward	→
22 JUN	LEARNING MASTERCLASS Leadership Decision-Making in the Age of AI	→
14 OCT	LEARNING MASTERCLASS Stakeholder Engagement Masterclass	→

The Strategic Reward Skills Masterclass is an intensive residential programme for future leaders of reward and HR functions, taught by a practitioner faculty of Reward Directors and business leaders from across sectors.

Whether you are developing your own reward capability or the talent in your team, it builds the strategic judgement, governance understanding and stakeholder skill that senior leadership now demands through core modules and signature experiences including a live Remuneration Committee Simulation and a CFO Perspective Session.

Participants join a collaborative cohort drawn from a range of sectors and an alumni network that lasts beyond the residential itself.

Read the full overview →

DEVELOPMENT OPPORTUNITY

This Masterclass is more than technical learning; it is an investment in an organisation's leadership pipeline. Participants join a collaborative environment alongside peers from a range of sectors and build networks that outlast the residential programme itself.

The peer-to-peer model means participants gain exposure to practice across industries and geographies while contributing their own experience to the group.

Graduates join an established alumni network of over 275 participants, giving access to ongoing connection and mentoring.

INVESTMENT

£2,950 +VAT with PARC Access

£5,850 +VAT without PARC Access

Cost includes accommodation, materials, and all meals.



Foundations of Reward

Learners

LEARNING PRIMER

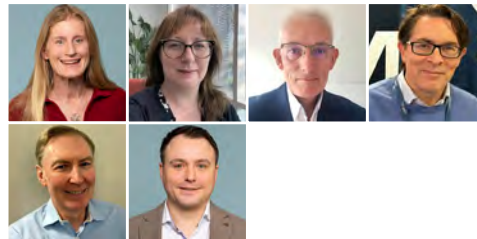
THU 27 MAY

08.45 – 15.00

America Square,
17 Crosswall, London EC3N 2LB

Register →

For more details on this Learning opportunity, and the PARC curriculum, see the [website](#).



KAREN CLARK, Managing Director, **PARC**.
LIANNE DANCE, Reward Director, **Sainsburys**.
RICHARD HORTOP, Experienced Reward Director and Consultant. **ALAN MOORE**, Group Director Reward and Performance, **QinetiQ**. **RICHARD STOKES**, Experienced Reward Director and Consultant. **CHRIS WILLIAMS**, Director of Interim, **Strategic Dimensions**.

Plus other specialist faculty

Faculty bios →

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The Foundations of Reward programme is designed for professionals new to reward, and for the HR, finance and legal colleagues who work alongside reward specialists or contribute to pay decisions. Led by senior reward directors and advisory specialists, it builds the knowledge and confidence to engage meaningfully in discussions about pay, benefits, governance and stakeholder expectations, and to understand how reward strategy drives business performance.

Whether you are moving into reward from another function or need to work more effectively with the specialists who lead it, you will leave with practical frameworks, a working grasp of governance and market practice, plus the credibility to contribute to reward discussions in your organisation.

Read the full overview →

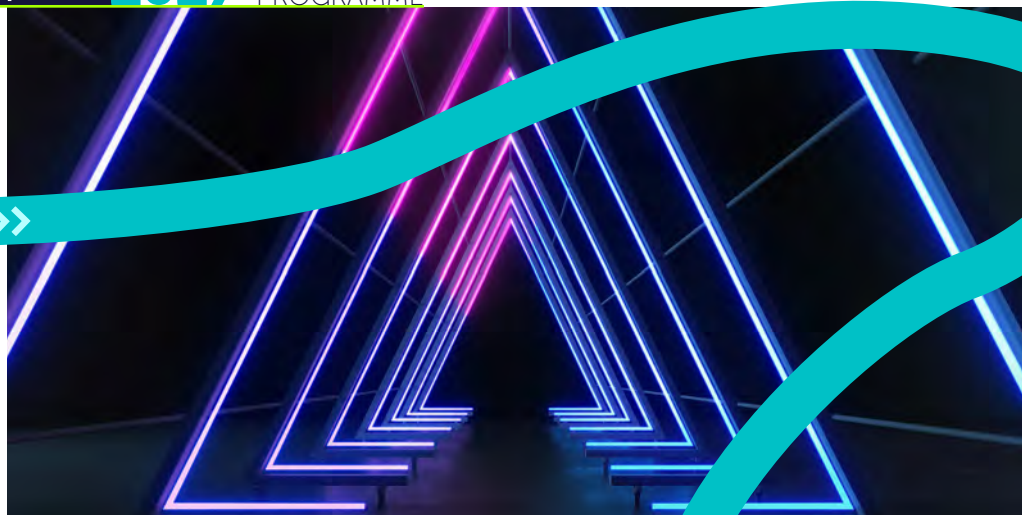
DEVELOPMENT OPPORTUNITY

This programme develops capability that supports two objectives. For you, it is essential grounding for a move into reward, and greater credibility when working alongside reward specialists. For your organisation, it means finance, legal and HR colleagues who are better equipped to support reward thinking, valuable collaboration between reward specialists and the wider business, and a higher quality of reward-related discussion and decision-making across functions.

INVESTMENT

£895 +VAT with PARC Access

£1,350 +VAT without PARC Access



Leadership Decision-Making in the Age of AI

Learners

LEARNING MASTERCLASS

TUE 22 JUN
08.30 – 17.00

The Royal Air Force Club,
128 Piccadilly, London W1J 7PY

Register →



DR. UMAR TAJ
Associate Professor of
Behavioural Decision Science
London School of Economics
and **University of Oxford**

Plus guest speaker

Faculty bios →

For more details on this Learning opportunity, and the PARC curriculum, see the [website](#).

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Leadership Decision-Making in the Age of AI is a new day-long programme, led by Dr. Umar Taj, Associate Professor of Behavioural Decision Science at LSE, the University of Oxford and Warwick Business School. Drawing on decision science, behavioural economics and applied AI, and tailored to the decisions reward and HR leaders actually make, it moves you from understanding how good decisions are made to making better ones under pressure.

Through four applied sessions and live work on your own current decisions, you will learn to evaluate the quality of your decisions rather than judge them by outcome alone, interrupt the cognitive biases that distort reward and people judgements, and design better decision-making to support how your function adds value to your organisation.

Read the full overview →

DEVELOPMENT OPPORTUNITY

For you, this is a portable, immediately applicable capability. You will access a way of thinking and a set of tools you can use on the next consequential decision you face, and every one after it. For your organisation, it raises the quality of the judgement behind reward and people decisions at exactly the point where the cost of getting them wrong is highest, and offers a route to embedding that quality structurally rather than leaving it to individual instinct.

INVESTMENT

£1,850 +VAT with PARC Access

£2,850 +VAT without PARC Access



Stakeholder Engagement Masterclass: Negotiating and Communicating Reward Policy

Learners

LEARNING MASTERCLASS

THU 14 OCT

08.30 – 17.00

The Royal Air Force Club,
128 Piccadilly, London W1J 7PY

Register →

For more details on this Learning opportunity, and the PARC curriculum, see the [website](#).



KAREN CLARK, Managing Director, **PARC**.
CARON DARWOOD MENDES, Director and Facilitator,
Actors In Industry. **JOEL GRIFFIN**, Business Member,
Armed Forces Pay Review Body. **DREW MATTHEWS**,
Group Reward Director, **WPP**. **RICHARD STOKES**,
Experienced Reward Director and Consultant.
STEVEN TOFT, Associate Research Director, **PARC**.

Plus other specialist faculty

Faculty bios →

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The Stakeholder Engagement Masterclass is an intensive day for senior reward and HR leaders, focused on the judgement, influence and communication that turn technical authority into genuine influence. Led by practitioners who have sat in the consultations rather than studied them, it builds the skills that shape reward decisions in the rooms where they are actually made: RemCo meetings, investor consultations, and the difficult conversations that come with market disruption, activist activity or media attention.

Whether you are preparing for Head of Reward or CHRO-level responsibility or already operating at that level, you will learn to map and engage the stakeholders behind every reward decision, lead a Remuneration Policy review with confidence, and hold your position when the technical answer is not enough, including through a range of immersive stakeholder simulations drawn from real consultation dynamics.

Read the full overview →

DEVELOPMENT OPPORTUNITY

For you, this is the capability that turns the development of your technical expertise into genuine organisational influence, exactly the skill set that Head of Reward and CHRO-level roles demand. For your organisation, it means reward leaders who can carry a policy through scrutiny, hold and influence a room under pressure, and nurture essential relationships.

INVESTMENT

£1,650 +VAT with PARC Access

£2,650 +VAT without PARC Access



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Performance and Reward Centre

www.parcentre.com

PARC is a learning and insights organisation dedicated to elevating and supporting reward professionals, their teams and other practitioners with a professional interest in reward.

To discuss the **PARC** Programme, PARC Membership or Partnership please contact:

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