



The Pay & Reward Academy

Supporting HR professionals through their careers as they learn, connect and grow



About the Academy

The Pay and Reward Academy was designed for

1 To support reward professionals looking to build their careers.

2 To guide HR professionals who want to learn more about pay and reward.

We realised that generalist HR courses are easy to come by, but pay and reward topics like managing pay conversations, salary benchmarking and reward communications are few and far between.

As a member, you will get access to hundreds of resources and training materials designed to help elevate your career, empower employees, and **connect you with other professionals through networking forums and online meetings.**



Learning is an ongoing process. We learn through regular reading, training, and connecting with peers facing the same challenges as us. This is why we have developed the Pay and Reward Academy, enabling people to develop their HR and reward careers and champion pay transparency.

– Rameez Kaleem, 3R Strategy Founder

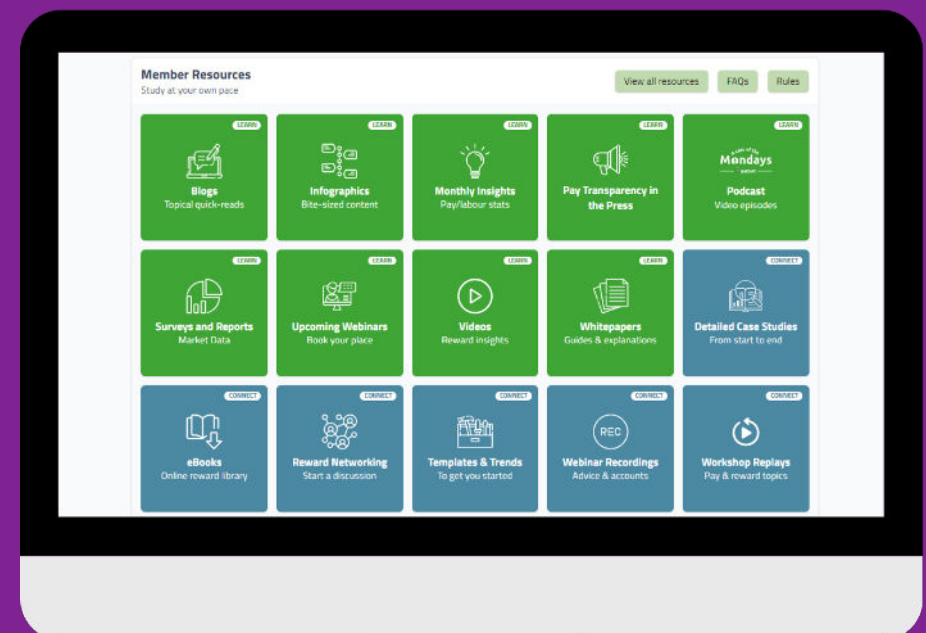


Our Memberships

You can join as a free member under our Learn subscription, or pay a little each year to become a Connect member and access even more areas of the Pay and Reward Academy.

Our vision is to create a future in which organisations build a culture of trust through pay transparency, taking a fair and equitable approach to pay and reward.

If you want to begin creating a working environment where people feel supported and appreciated, the Pay and Reward Academy has the tools and resources for you.



Learn Membership

The purpose of our **free** membership is to provide up-to-date information and educational resources that cater for people with different learning styles. This means offering visual, audio and written resources that cover a variety of topics and trends.

By doing so, we hope to create an accessible learning environment for you to build your pay and reward knowledge, as well as introduce 3R Strategy ideas and expertise into your own workplace.

It's **completely free** and you can come and go as you please. We're adding new content all the time, so it's also a great way to keep on top of new trends and policies.



- Pay Transparency in The Press
- Surveys & Reports
- Podcast Episodes
- Infographics
- Upcoming Webinars
- Blogs
- Videos
- Whitepapers
- Monthly Insights

Becoming a Learn member will put all of these resources at your fingertips.

[Become a Learn Member](#)



The Marketplace

How much time have you spent searching for health insurance providers for your team?

Finding the best employee benefits, software providers and new systems for your organisation are stressful and time-consuming processes, but you can reap huge benefits when they're done right.

That's why we've done the hard work for you.

We've selected a number of different providers, separated them into categories and put them all on one easy-to-use platform so you can find exactly what you need without the hassle.

From employee engagement surveys and benefits platforms to salary surveys or HR software providers—just pop into the Marketplace and browse through reputable companies.



Recruitment



Compliance



**Employee
Engagement Surveys**



**Employee
Recognition**



**ESG Benefits &
Providers**



**Performance
Management**



**Financial
Benefits**



**Health &
Wellbeing**



**HR Systems &
Software**



Salary Surveys



Pay Software



**Talent &
Learning**

You'll find information about their products, how it all works and what their services look like for employers and employees. No need to scroll through pages and pages of Google or rifle through Trust Pilot reviews, just log in to the Pay and Reward Academy.

Connect Membership

For just **£19 a month**, you can develop your career and network with other HR and reward professionals from your sector. The Connect membership provides ongoing learning opportunities and a chance to connect with others in your industry through regular meetings and forum discussions.

This subscription goes beyond reading blogs and watching videos—it invites you to join a community of like-minded people and allows you to learn through networking and roundtable discussions.

Connect members have access to all the Learn resources, **plus:**



Comprehensive Ebooks:

Our in-depth analysis ensures you're well-equipped to make informed decisions and empower your team members about their own pay and reward.



Ready-to-Use Templates:

Access a library of reward templates that you can seamlessly implement in your organisation, saving you time and effort.



Quarterly Reward Networking Events:

Connect with industry peers, share insights, and discuss reward changes and challenges in your specific sector. Our networking events provide a platform for meaningful discussions and advice-sharing.



Webinar and Workshop Recordings:

Never miss another 3R Strategy event. Catch up on all our guest speakers and revisit hot topics whenever suits you.



Detailed Case Studies:

Learn about the full 3R process from creating a reward strategy to implementing employee communications and carrying out gender pay gap analysis. Real clients. Real feedback.

**Click to become a
Connect member
today!**



Quarterly Zoom Meetings

As well as the forum which is accessible 24/7, the 3R Strategy team hosts four virtual meetings a year for each industry group. These are held via Zoom and although they may have a rough agenda attached—the floor is all yours.

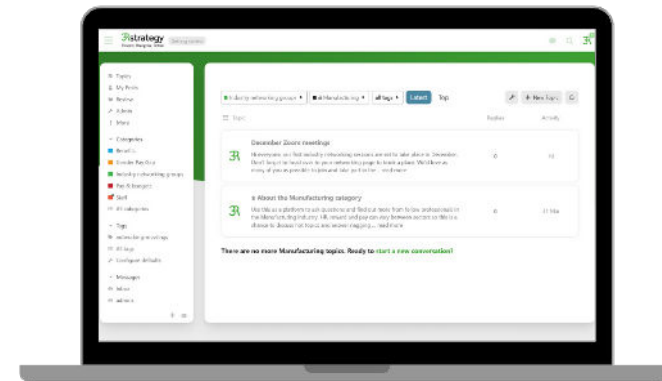


We encourage members to come equipped with questions, whether looking for advice or just being curious as to what's going on in the world of finance, for example.

Exclusive to professionals in your industry, the closed platform offers peace of mind that you can ask the questions that you may not want to discuss in larger networking groups.

The Industry Forum

We know that finding the time to network can be seemingly impossible, let alone finding people who are actually willing to talk about pay and reward. That's why we've created the perfect space for you to start a conversation and reach out to other HR professionals in your industry.



From concerns about budget season to questions surrounding an employee grievance—the sector-specific forum pages and quarterly meetings are there to allow open, honest discussions.

Industries

Logistics & Transport

Hospitality & Leisure

Education

Professional Services

Life Science & Pharma

Manufacturing

Technology

Financial Services

Other

Charity & Non-Profit

Consulting

Learn
FREE

UPCOMING WEBINARS

MONTHLY INSIGHTS

PODCAST

BLOGS

INFOGRAPHICS

SURVEYS & REPORTS

VIDEOS

WHITEPAPERS

**Become a Learn
Member**

Pay & Reward
Academy

Join Today

The Pay and Reward Academy is an online learning platform designed to help HR professionals level up their careers and create a workplace environment where people feel empowered and supported.

There are even more exciting additions to come. Don't miss out.



academy@3r-strategy.com

Connect

£19 *a month*
(or £188 a year)

THE LEARN PACKAGE, PLUS:

INDUSTRY REWARD FORUM

TEMPLATES & TOOLKITS

WORKSHOP RECORDINGS

EBOOKS

WEBINAR RECORDINGS

CASE STUDIES

**Become a Connect
Member**