



Executive Payroll Leadership, Strategic Compensation & AI Workforce Transformation

15 – 26 February 2027
Barcelona (Spain)



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Introduction

Payroll is no longer merely an administrative function—it has become a strategic business capability that influences workforce planning, financial performance, regulatory compliance, employee experience, and executive decision-making. Modern payroll leaders are expected to manage increasingly complex global regulations while leveraging digital technologies, automation, and Artificial Intelligence AI to improve efficiency, accuracy, and organizational performance.

This intensive executive programme equips payroll professionals with advanced knowledge in payroll governance, strategic compensation management, digital transformation, payroll analytics, AI-powered automation, workforce intelligence, and executive leadership. Participants will learn how to transform payroll departments into high-performing strategic business partners that support organizational growth and address future workforce challenges.

Targeted Groups

This Executive Payroll Leadership, Strategic Compensation & AI Workforce Transformation training targets professionals seeking knowledge and skills:

- Payroll Managers.
- Payroll Directors.
- Compensation & Benefits Managers.
- HR Directors.
- HR Business Partners.
- Finance Managers.
- HRIS Managers.
- Shared Services Managers.
- Workforce Planning Managers.
- Human Capital Executives.

Course Objectives

Participants will achieve the following objectives by completing the Executive Payroll Leadership, Strategic Compensation & AI Workforce Transformation course:

- Design enterprise-level payroll governance frameworks.
- Lead payroll transformation initiatives.
- Develop strategic compensation and benefits models.
- Utilize Artificial Intelligence within payroll operations.
- Implement payroll automation and workflow optimization.
- Strengthen payroll compliance and risk management.
- Build payroll dashboards and executive KPI reporting.
- Integrate payroll with HR, Finance and ERP systems.
- Improve employee experience through digital payroll services.
- Develop future-ready payroll strategies aligned with business objectives.

Targeted Competencies

Participants will gain the following competencies during the Executive Payroll Leadership, Strategic Compensation & AI Workforce Transformation program:

- Executive Lectures.
- Interactive Workshops.
- Practical Payroll Case Studies.
- AI Demonstrations.
- Payroll Strategy Simulations.
- Group Discussions.
- Hands-on Exercises.
- Business Scenarios.
- Digital Payroll Labs.
- Executive Action Planning.

Studying Scenarios

In this Executive Payroll Leadership, Strategic Compensation & AI Workforce Transformation training, participants develop skills through the following scenarios:

- Managing payroll transformation projects.
- Designing executive compensation strategies.
- Resolving payroll compliance challenges.
- Applying AI in payroll processes.
- Building payroll performance dashboards.
- Improving payroll automation workflows.
- Managing payroll risks and controls.
- Integrating payroll with HR systems.
- Leading payroll change initiatives.
- Developing future payroll strategies.

Course Content

Unit 1: Strategic Evolution of Modern Payroll Leadership

- Payroll as a Strategic Business Function.
- Executive Responsibilities of Payroll Leaders.
- Global Payroll Trends.
- Payroll Operating Models.
- Shared Service Centers.
- Outsourced vs In-House Payroll.
- Payroll Centers of Excellence.
- Future Payroll Organizations.

Unit 2: Enterprise Payroll Governance & Compliance

- Payroll Governance Frameworks.
- Global Employment Regulations.
- Internal Payroll Policies.
- Compliance Management.
- Payroll Audits.
- Tax Governance.
- Documentation Standards.
- Regulatory Risk Management.

Unit 3: Strategic Compensation, Benefits & Workforce Rewards

- Executive Compensation Design.
- Salary Structures.
- Variable Compensation.
- Incentive Programs.
- Benefits Strategy.
- Equity & Fair Pay.
- Payroll Budget Management.
- Compensation Benchmarking.

Unit 4: Artificial Intelligence in Payroll Management

- AI Fundamentals for Payroll Leaders.
- Generative AI Applications.
- ChatGPT for Payroll Operations.
- AI-assisted Payroll Validation.
- Payroll Chatbots.
- AI for Employee Support.
- Intelligent Payroll Documentation.
- Ethical AI in Payroll.

Unit 5: Payroll Automation & Digital Transformation

- Robotic Process Automation RPA.
- Intelligent Payroll Workflows.
- Digital Payroll Platforms.
- Cloud Payroll Systems.
- Process Optimization.
- Automation Roadmaps.
- Digital Employee Services.
- Continuous Improvement.

Unit 6: Payroll Analytics & Executive Decision-Making

- Payroll KPIs.
- Workforce Cost Analytics.
- Executive Dashboards.
- Data Visualization.
- Payroll Forecasting.
- Trend Analysis.
- Predictive Payroll Reporting.
- Business Intelligence.

Unit 7: Payroll Risk Management, Fraud Prevention & Cybersecurity

- Payroll Fraud Detection.
- Internal Controls.
- Segregation of Duties.
- Cybersecurity Risks.
- Payroll Data Protection.
- GDPR & Privacy Compliance.
- Disaster Recovery.
- Business Continuity Planning.

Unit 8: HR Technology, ERP Integration & Smart Payroll Systems

- HRIS Integration.
- ERP Payroll Integration.
- SAP Payroll.
- Oracle HCM.
- Microsoft Dynamics.
- API Integration.
- Cloud-Based Payroll Solutions.
- Digital Ecosystems.

Unit 9: Executive Leadership for Payroll Transformation

- Leading Change.
- Stakeholder Management.
- Payroll Project Management.
- Building High-Performance Payroll Teams.
- Performance Measurement.
- Executive Communication.
- Strategic Decision Making.
- Leadership Excellence.

Unit 10: Building the Payroll Organization of the Future

- AI Workforce Transformation.
- Intelligent Workforce Planning.
- Future Payroll Technologies.
- ESG & Payroll.
- Global Workforce Mobility.
- Digital Employee Experience.
- Payroll Innovation Strategy.
- Executive Payroll Transformation Roadmap.

Final Insights & Key Takeaways

This programme enables participants to transform payroll operations into strategic business functions supported by technology, analytics, and effective leadership. Participants gain the knowledge required to build future-ready payroll organizations that enhance workforce performance, compliance, and business value.