emergence
HUMAN CAPITAL

# CERTIFIED GLOBAL COMPENSATION PROFESSIONAL®

**Globalization** has increased the complexity of doing business - creating culturally diverse workforces due to the dynamic increase in worker mobility.

**Technological advances** have resulted in new tools for making **effective workforce management** decisions and **developing performance and rewards** management strategies that are effective.

## WHY ATTEND THIS CERTIFICATION PROGRAMME?

Given the growing need for reward professionals in the world, the purpose of this programme is to provide professionals with learning experiences, concepts, skills and procedures that will help them develop and leverage human expertise - improving both personal and organisational performance through Reward.

The trend towards having **work performed by contractors, consultants and freelancers** has made it necessary to formulate **performance and rewards management strategies** that fit the work and those performing it.

## WHO SHOULD ATTEND:

- Compensation/Remuneration/Reward Professionals;
- Finance Managers or Directors;
- Human Resource Professionals;
- Line Managers;
- Recruitment Professionals;
- Students pursuing a career in Reward Management through Human Resources;
- Professionals who have completed the Certificate in Compensation Management (CCM).

## PROGRAMME MODULES

- **M1:** Successful Remuneration Strategies for a Flat World;
- **M2:** Guiding Principles for Rewarding Performance;
- **M3:** Strategies for Compensating Executives;
- **M4:** Strategies for Compensating Sales Personnel;
- **M5:** Strategies for Compensating Professional/ Technical Personnel;
- **M6:** Strategies for Compensating Teams;
- **M7:** Strategies for Compensating International Assignees;
- **M8:** Strategies for Compensating Culturally Diverse Workforces;
- **M9:** "Capstone" activity (Identifying concepts and strategies relevant to your organization);
- **M10:** Performance and Rewards Strategies for Teams;
- **M11:** Integrating Strategies and Programmes;
- **M12:** Evaluating Performance and Rewards Management Strategies and Programs.

- *Receive a copy of the book 'Rewarding Performance' by Robert Greene*



# BENEFITS OF ATTENDING THE CERTIFIED GLOBAL COMPENSATION PROFESSIONAL PROGRAMME:

CGCP®

1. One exam
2. No professional body membership required
3. 5-day in class/virtual programme
4. Instructor led training and self-study
5. No recertification / continuous professional development (CPD) required
6. Can be used toward certification for the CPHRC certification, & other SAQA HR Qualifications
7. Gain competitive advantage in the skills market and Increase career visibility
8. Proven credibility within the Reward fraternity
9. Locally & Internationally recognised certification
10. Ability to utilise the CGCP® credential after your name

**Receive a pack including course material and practical learning aides**

**ENROL** **ENRICH** **EMPOWER**

## Eligibility requirements

**No previous reward / work experience required**

In order to understand and complete this advanced programme successfully, it is strongly advised that delegates should have at least either of the following

**Completed the Certificate in Compensation Management (CCM) programme**

OR

**Minimum 3 years' experience as a Remuneration/ Reward Specialist/ Manager**

## Successful completion of examination

**Mark of 75% (pass)** + **Full attendance during the programme** + **Completion of all assignments and programme content**

Accredited by the SA Board of People Practices.

Aligned to various SAQA HR Qualifications.

For more information or to book contact:
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Accredited & Aligned by: SAQA, SABPP SA BOARD FOR PEOPLE PRACTICES

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