

OUR FLAGSHIP PROGRAMMES

Job Profiling

1 Day Workshop

Learn how to develop accurate, compliant job profiles that support recruitment, performance and reward decisions.

Modules:

- Job analysis & profiling methodology
- Interview techniques
- Writing effective job profiles
- Alignment to organisational structure & strategy

Job Evaluation

2 Day Workshop

Master the Paterson Job Evaluation methodology to ensure internal equity and legislative compliance.

Modules:

- Accurate job grading & evaluation
- Equal pay for work of equal value compliance
- Practical grading rules & banding
- Exposure to web-based evaluation systems

Certified Global Compensation Professional (CGCP)

5-Day Certification Programme

Develop advanced global compensation strategies aligned to business performance, governance, and international best practice.

Programme includes:

- Global reward strategy & governance
- Executive, sales & specialist compensation
- Performance-linked reward design
- International & culturally diverse workforce strategies

Ideal for: Senior HR, Reward & Compensation Professionals, Finance Managers & Line Managers

REM101- Introduction to Remuneration & Reward

2-Day Workshop

Understand the fundamentals of remuneration, benefits, incentives and reward strategy.

Modules:

- Salary structures & market data
- Pay scales & cost-to-company
- Performance & incentives
- Reward policy & engagement

Certificate in Compensation Management (CCM)

5-Day Certification Programme

Build a strong foundation in compensation principles, pay structures, job evaluation and reward frameworks.

Programme includes:

- Total remuneration & base pay structures
- Job evaluation & grading
- Pay benchmarking & salary surveys
- Variable pay & incentives
- Administration & evaluation

Ideal for: HR Professionals, Reward Analysts, Line Managers & Aspiring Reward Specialists

WHY CHOOSE EMERGENCE?

Accreditations through:



LOCALLY & INTERNATIONALLY RECOGNISED
NO PROFESSIONAL BODY MEMBERSHIPS
CAREER-ENHANCING CREDENTIALS

ENROLL • ENRICH • EMPOWER