

## Advanced Global Remuneration Professional (AGRP)<sup>TM</sup>

**You have your GRP<sup>®</sup> and have been asking us what's next? We listened and what's next is here! Be the first to move your career and reward to the next level with the AGRP.**

With consideration of today's globalization and regional influences, the AGRP serves as a mark of expertise and excellence in global rewards. It signifies that you possess the advanced level of expertise needed in the design and administration of global rewards programs that will positively impact your organization's business results.

Professionals with this advanced designation are recognized as highly knowledgeable in current trends, business and remuneration strategies. This includes having critical skills such as an understanding of governance and King IV, pay programs including broad-banding, variable and incentive design, sales compensation, executive compensation and international pay systems.

### Continuous Learning

The AGRP is for the highly-motivated, for those hungry for knowledge, and those who want to make a difference.

Continuous Learning

Global Expertise

**Strengthen your skills, broaden your reach.**

Career Advancement

Competitive Advantage

### Global Expertise

You will excel around the world as an authority on global compensation practices and competitive positioning in the marketplace.

### Career Advancement

Achieving your AGRP demonstrates that you have an advanced level of expertise in the design and administration of global rewards programs to positively impact your organization's business results.

### Competitive Advantage

Give yourself an edge in today's competitive world. The AGRP signifies that you are an expert in your field with the knowledge, skills and experience needed to attract, motivate and retain top global talent.

## Exam Requirements and Preparation

To earn your AGRP you must receive a passing score on the exam following the 3-day course which will help you prepare for your exam. A GRP designation must be acquired prior to AGRP testing.

## Advanced Global Remuneration Professional (AGRP)<sup>TM</sup>

Set yourself apart. Deepen your understanding, strengthen your impact, and further your career with the Advanced Global Remuneration Professional (AGRP) designation.

### Course Outline

#### Global Mega Trends, HR Trends and Reward Trends

- Top Global Mega Trends
- The impact of Global Mega Trends on Total Reward and HR
- Top HR and Reward trends
- Implications of these for your HR and Reward Strategy

#### Business Strategy and Remuneration Strategy

- Competitive strategy of your organisation
- Market positioning
- Life cycle
- Impact and implications on your reward strategy

#### Governance and Accurate Reporting

- Governance frameworks
- Implication on your reward strategy and policies
- Business acumen and proficiency with data
- Structure and drivers of King IV
- Remuneration implications of King IV

#### Fixed Pay

- Terminology for job descriptions
- Job evaluation methods and techniques
- Remuneration components and influences on benchmarking and salary surveys
- Pay Scale principles and guidelines
- Factors influencing position in range and pay increases
- Equal Pay for Work of Equal Value

#### Broad-Banding and Performance

- Broad-banding, why it is being used and how to implement a broad-banding strategy
- Benefits of broad-banding
- Performance-related pay (PRP)
- Mechanics of PRP
- Critical success for PRP

#### Variable Pay and Incentive Design

- Categories of variable pay
- Variable pay implementation and design considerations
- Incentive schemes and choice of scheme
- Requirements of a functioning incentive scheme
- Design and implementation of an incentive scheme

#### Sales Compensation

- Design of total compensation strategy for sales force employees
- Type of sales jobs
- Types of sales force compensation plans
- Advantages/disadvantages of sales bonus or commission schemes
- Use of accelerators and decelerators
- Elements of a sales compensation plan
- Cross-selling incentives
- Sales manager incentives
- Incentives for relationship management
- Sales mix and leverage guidelines

#### Executive Compensation

- Different vehicles of executive pay
- Identify the commonly used metrics
- Guidelines for setting CEO and executive pay
- Current trends and issues linking executive pay to performance
- Role of the Remuneration Committee (RemCo)

#### International Pay Systems

- Types of international employment/policies
- Approaches to international assignment remuneration
- Design considerations and cost of living data
- International Assignment Calculation

#### Communication, EVP and Total Reward Statements

- Be more familiar with Employee Value Proposition (EVP)
- Role of social media
- Communication framework
- Examples of Total Rewards Statements