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(C-EPMP)

# CERTIFIED EMPLOYEE PERFORMANCE MANAGEMENT PRACTITIONER



## Overview

The **Employee Performance Management Practitioner Certification** is designed to assess the practical skills of candidates in managing employee performance systems in a real business environment setting. It focuses on the applicability of best practices in business environments and tests the ability of professionals to adapt and customize theoretical concepts to implement meaningful performance improvement plans for organizations.

## Key Skills Targeted

1. Implement performance evaluation systems.
2. Align employee performance objectives with organizational goals.
3. Provide feedback and coaching.
4. Develop performance improvement plans.
5. Analyze data and generate reports.

## Pathways to Achieve the Certified EPM Practitioner

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**700 USD** ~~900 USD~~

**Option 1: Training + Practitioner Portfolio**

- Attend the Live Online Practitioner Training Course in 3 days (4 hours per day).
- Followed by the completion of the Practitioner Portfolio Assignments.

**500 USD**

**Option 2: Practitioner Portfolio Only**

- Enroll directly in the Practitioner Portfolio Assignments.
- Not including the practitioner training course.

## 2026 Calendar

Date	Time Zone 1	Time Zone 2
6-8 July	17:00-21:00 KSA time	09:00-13:00 CST (US)
16-18 November	08:00-12:00 KSA time	13:00-17:00 GMT +8

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## Candidate Profile

- This certification program is recommended primarily to professionals who are directly working in employee performance management.
- In addition, the program can also be useful to HR professionals, team leaders, and managers responsible for evaluating, coaching, and improving employee performance within their teams.

## Why Attend the Training Course?

- **Structured Guidance:** Instructor-led sessions help you understand the requirements and expectations of each assignment.
- **Hands-on Practice:** Work on exercises with facilitator support and refine your approach.
- **Peer Learning:** Exchange insights and perspectives with other participants.
- **Interactive Environment:** Ask questions, discuss challenges, and gain clarity in real time.
- **Faster Completion:** Minimize trial-and-error when completing the portfolio independently.

## Course Agenda

### 1. Foundations of Employee Performance Management (EPM) System Design

- 1.1 The purpose of EPM
- 1.2 EPM stakeholder
- 1.3 EPM system tools
- 1.4 EPM system map

### 2. Performance Management Processes, Criteria & Competencies

- 2.1 EPM process
- 2.2 Employee performance criteria
- 2.3 Competencies framework
- 2.4 Performance calibration & bias mitigation case study

### 3. Fair Evaluation, Bias Control & Performance Conversations

- 3.1 EPM legal/compliance risk audit & mitigation plan
- 3.2 Employee appraisal form
- 3.3 High-stakes appraisal conversations
- 3.4 Strategic total rewards linkage & non-monetary differentiation

### 4. Governance, Rewards, Risk & System Improvement

- 4.1 EPM project plan
- 4.2 Targeted resistance management & anti-gaming counter-measures
- 4.3 EPM diagnostic & intervention proposal for a dysfunctional system



**The Practitioner Portfolio Assignments** are directly derived from the course agenda, with each assignment aligned to and building upon the topics covered in the training modules.

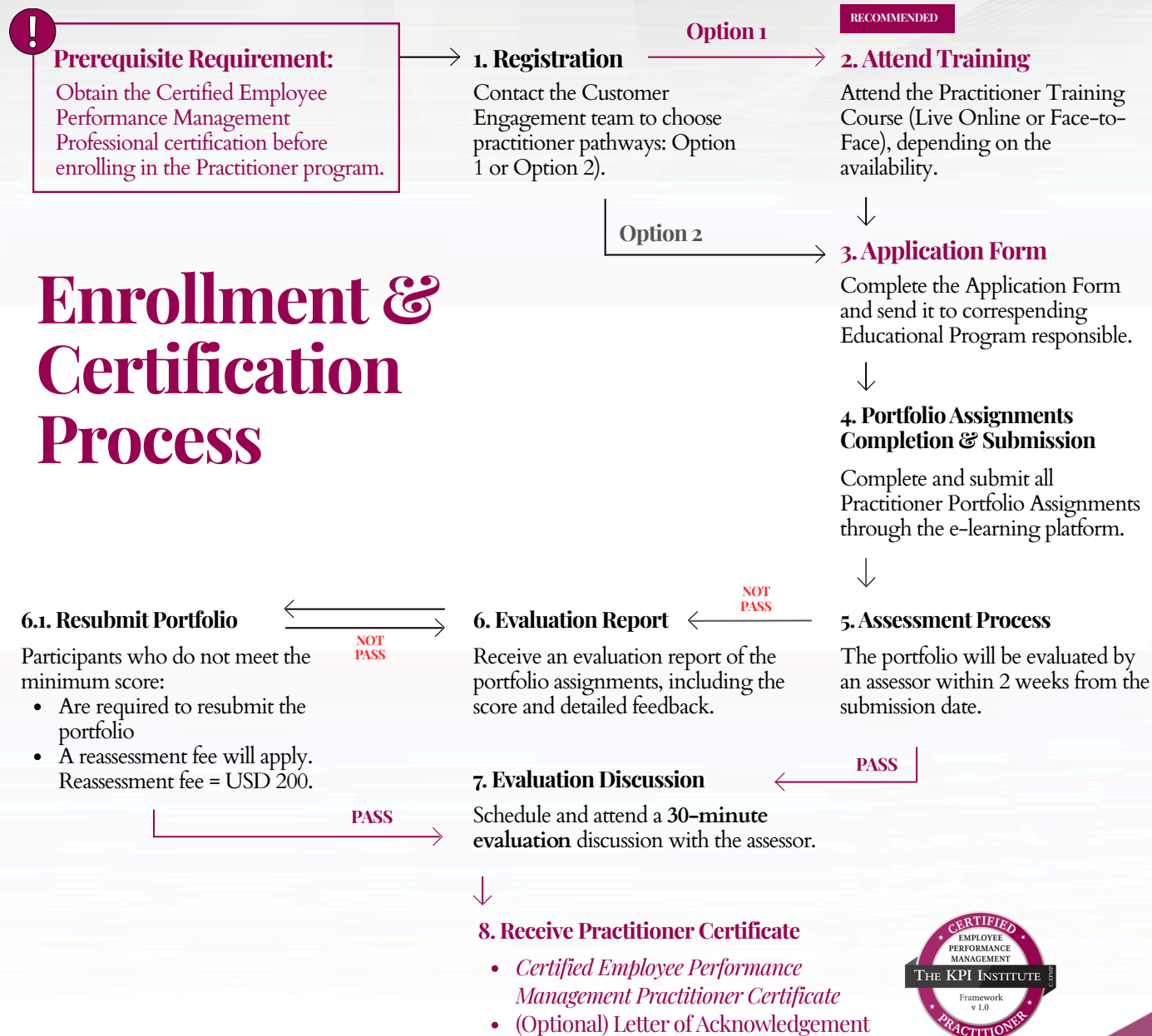
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## 3 Ways to Register

### Online

marketplace.kpiinstitute.org

### Middle-East Delegate

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Call us, and we will assist you through the registration process.