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SYLLABUS FOR CERTIFIED PEOPLE AND PERFORMANCE LEADER (CPPL)®

Offered by: Global Institute for Leadership, Human Resources, and Project Excellence (AGILE-HRP)®

CERTIFIED PEOPLE AND PERFORMANCE LEADER (CPPL)®

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP®)

Delivery Mode: Online | Hybrid | In-Person

Duration: 8–10 Weeks (Self-Paced or Instructor-Led)

Accreditation: Globally Recognized and Accredited by AGILE-HRP®

PROGRAM DESCRIPTION

The **Certified People and Performance Leader (CPPL)®** credential is a prestigious certification designed for HR professionals, line managers, team leaders, and executives seeking to bridge the gap between people management and performance excellence. This certification validates leadership competence in managing employee experience, boosting workforce performance, aligning behavior with strategy, and cultivating high-performance cultures.

CPPL® empowers professionals with practical frameworks, analytics tools, coaching strategies, and feedback systems necessary to drive sustainable workforce outcomes in today's dynamic and digital workplaces.



CERTIFICATION TESTING OUTCOMES

By earning the CPPL® certification, candidates will demonstrate proficiency in:

- Designing and leading performance management systems
- Driving people-centered strategies aligned to business goals
- Building high-performing, engaged, and agile teams
- Utilizing performance analytics and behavioral metrics
- Coaching, motivating, and managing diverse workforces
- Applying people development strategies across life cycles

LEARNING OUTCOMES

Upon successful completion of the CPPL® program, candidates will be able to:

1. Evaluate and implement people and performance strategies aligned with organizational vision.
2. Create and deploy modern performance management systems.
3. Use tools like OKRs, KPIs, and balanced scorecards to track team productivity.
4. Apply coaching and feedback models to increase individual performance.
5. Lead performance improvement conversations ethically and effectively.
6. Interpret workforce data and trends to enhance engagement and performance.
7. Develop people-first leadership strategies to foster innovation and retention.



WHO SHOULD ENROLL?

- HR Professionals and Business Partners
- Team Leaders and Department Heads
- Line and Functional Managers
- Organizational Development (OD) Consultants
- Learning and Performance Practitioners
- Executives Seeking a People-Centric Strategy Focus
- Coaches and Talent Development Specialists

CAREER PATHS AND EMPLOYMENT OUTLOOK

The U.S. Bureau of Labor Statistics (BLS, 2024) projects that employment in HR, talent, and leadership development will grow by 8% from 2022 to 2032, as organizations increasingly focus on employee engagement, retention, and performance optimization.

Certified CPPL® holders typically assume roles such as:

- People & Culture Manager
- Performance Improvement Consultant
- HR Business Partner
- Organizational Development Manager
- Talent Development Lead
- Director of Employee Experience
- Chief People Officer

Average salary range: **\$85,000 – \$140,000** annually, depending on industry, region, and role.



MODULES AND SUBMODULES

Module 1: Strategic People Leadership Fundamentals

- 1.1 Foundations of People and Performance Leadership
- 1.2 The Evolving Role of Managers and HR Leaders
- 1.3 Aligning People Strategy with Business Goals

Module 2: Modern Performance Management Systems

- 2.1 Traditional vs. Continuous Performance Approaches
- 2.2 Designing Flexible Appraisal Systems
- 2.3 Moving from Annual Reviews to Real-Time Feedback

Module 3: Goal-Setting and Performance Metrics

- 3.1 Implementing SMART Goals, OKRs, and KPIs
- 3.2 Aligning Individual and Team Goals to Strategy
- 3.3 Using Balanced Scorecards and Dashboards

Module 4: Coaching, Feedback, and Growth Conversations

- 4.1 Coaching Techniques for Performance Improvement
- 4.2 Constructive Feedback and Difficult Conversations
- 4.3 Creating Development Plans for Growth

Module 5: Data and Analytics for People Performance

- 5.1 Workforce Performance Dashboards and Analytics
- 5.2 Behavioral and Predictive Metrics
- 5.3 Identifying Patterns and Intervention Points

Module 6: Managing Underperformance and Conflict

- 6.1 Diagnosing Root Causes of Performance Issues
- 6.2 Remediation Strategies and Disciplinary Steps
- 6.3 Legal and Ethical Considerations in Performance Management

Module 7: Employee Engagement and Motivation

- 7.1 Drivers of Engagement and Discretionary Effort
- 7.2 Motivation Theories in the Modern Workplace
- 7.3 Linking Engagement to Retention and Innovation

Module 8: Performance Enablement and Technology Tools

- 8.1 Leveraging HR Tech and AI in Performance Tracking
- 8.2 Gamification, Recognition Platforms, and Feedback Tools
- 8.3 Building a Culture of Transparency and Results

Module 9: Inclusive Performance Leadership

9.1 Equity and Fairness in Evaluation

9.2 Reducing Bias in Ratings and Feedback

9.3 Inclusive Language and Cultural Awareness

Module 10: Capstone Performance Leadership Project

10.1 Design a Performance Management Strategy

10.2 Analyze Performance Gaps and Present Solutions

10.3 Peer Review and Leadership Feedback

EXAM DETAILS

- **Format:** 100 Multiple-Choice Questions
- **Time Limit:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One retake allowed within 3 months
- **Mode:** Online Proctored or In-Person

CERTIFICATION, ACCREDITATION & GLOBAL RECOGNITION:

AGILE-HRP®, a recognized international body for professional development, awards the CPPL® certification. The program adheres to international talent and performance standards and is recognized by:

- Government Agencies
- Fortune 500 Corporations
- NGOs and Public Sector Entities
- Academic Institutions
- Global HR Tech Ecosystems

The certification is aligned with **ISO 30414 (Human Capital Reporting)** and **ISO 10018 (People Involvement and Competence)** standards.

CERTIFICATION DELIVERABLES

Upon successful completion, participants receive:

- CLMP® Digital and Printable Certificate
- Official AGILE-HRP® Digital Badge
- Listing in the Global Certified Professionals Directory
- Access to exclusive AGILE-HRP® leadership development webinars and toolkits

NEED ASSISTANCE?

For queries or certification support:



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