

GPAU AUTHORIZED ASSESSOR PROGRAM

Employee Performance Authorization
Pathway



ABOUT GPAU

Our mission is to support organizations in driving improvements to their strategy and performance management architecture through integrated maturity assessment solutions.

Based on over 20 years of experience and a blend of academic and practitioner research in the field of strategy and performance, we have developed a unique set of frameworks for evaluating the maturity level of performance management systems across various industries.

Professionals worldwide can now learn how to work with our proprietary maturity models to drive progress by accessing the GPAU educational programs.

Your Learning Journey

1

CERTIFIED PROFESSIONAL

Foundational
Knowledge



[VIEW BROCHURE >>](#)

2

CERTIFIED PRACTITIONER

Skills Application



[VIEW BROCHURE >>](#)

3

AUTHORIZED ASSESSOR

Issued upon completion
of Stages 1 & 2



4

ACCREDITED ASSESSOR

Excellence in
Continuous Practice

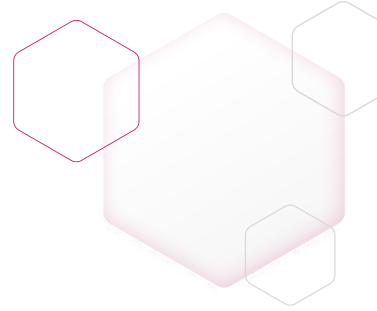


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TABLE OF CONTENTS

1. Overview
2. Role of GPAU Employee
Performance Authorized Assessor
3. Authorization Pathway
4. Stage 1: Professional Certification
5. Stage 2: Employee Performance
Practitioner Certification
6. Stage 3: GPAU Employee
Performance Authorized Assessor
7. Collaboration as Employee
Performance Authorized Assessor
8. Fees and Renewal
9. Path to Accredited Assessor
(Stage 4)

About the **Employee Performance** Authorized Assessor



Why Authorization Matters

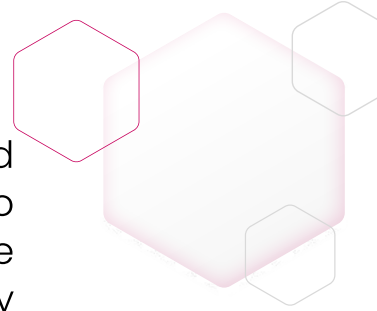
The GPAU Employee Performance Management Authorized Assessor credential marks the formal recognition of candidates who have successfully completed both the Certified Strategy and Performance Maturity Assessment Professional and the Employee Performance Management Maturity Assessment Practitioner certifications. It is the point at which acquired knowledge and demonstrated competence converge into a credential recognized by GPA Unit, distinguishing the assessor as formally qualified within the Employee Performance Management capability.

What Authorization Guarantees

Holding the GPAU Employee Performance Management Authorized Assessor credential confirms that the individual has been validated against the GPAU-IS 91002:2025 Assessor Competence Standard issued by the GPAU Institute for Standards & Accreditation (ISA). The authorization process ensures that Employee Performance Management Authorized Assessors are equipped to apply GPAU's proprietary methodology and scoring standards consistently and objectively when conducting Employee Performance Management maturity assessments of their own organization, within the scope defined by their credential. Under a Partnership Agreement with GPA Unit, this authorization may be extended to allow Authorized Partners to deploy their Employee Performance Management Assessors in delivering PerforAssess | Diagnose services for the Employee Performance Management module to third-party organizations.

Role of GPAU Employee Performance Authorized Assessor

The GPAU Employee Performance Management Authorized Assessor credential confirms that an individual is qualified to perform the following core functions for the Employee Performance Management capability within GPAU's maturity assessment ecosystem.



Standards Application



Apply GPAU's Institute of Standards and Accreditation requirements and scoring approach consistently across Employee Performance Management assessment engagements covered by the credential.

Evidence-Based Evaluation



Conduct evidence-based evaluations across the 6 dimensions of the Employee Performance Management framework: Employee Performance Planning, Monitoring, Review, Improvement, Recognition and Employee Performance System Enablers, with objectivity and rigor.

Maturity Level Identification



Analyze and interpret assessment data to identify the maturity level of the evaluated Employee Performance Management capability.

Partnership Engagement



Engage in third-party Employee Performance Management assessments under a Partnership Agreement with GPA Unit, representing the credential within its defined scope.



Authorization **Pathway**

The GPAU Employee Performance Management Authorized Assessor credential is issued upon completion of a progressive, module-specific pathway. Stages 1 and 2 focus on building knowledge and demonstrating applied competence in the Employee Performance Management domain; Stage 3 is the issuance of the Employee Performance Management Authorized Assessor credential by the GPAU Institute for Standards & Accreditation. This brochure covers the Employee Performance Management specialization. Additional capabilities credentials can be acquired by completing the corresponding Practitioner certifications.

Stage 1: Professional Certification	Completion of the Certified Strategy and Performance Maturity Assessment Professional course, exam and assignments.
Stage 2: Employee Performance Management Practitioner Certification	Simulation-based evaluation using GPAU's proprietary methodology and toolkit on a real-case scenario in the Employee Performance Management domain. Review and validation are performed by a GPAU Accreditation Mentor.
Stage 3: GPAU Employee Performance Management Authorized Assessor	Upon successful completion of both Stages 1 and 2, the GPAU Institute for Standards & Accreditation issues the GPAU Employee Performance Management Authorized Assessor credential. The credential recognizes competence to conduct GPAU Employee Performance Management Maturity Assessments, both for the assessor's own organization and, where a Partnership Agreement with GPA Unit is in place, for third-party organizations through PerforAssess Diagnose service.
Stage 4: GPAU Employee Performance Management Accredited Assessor (Next Step)	GPAU Employee Performance Management Authorized Assessors who meet the eligibility criteria may be invited to progress to GPAU Employee Performance Management Accredited Assessor – Specialist Level. See Section 9 for details.

Available Maturity Assessment Frameworks:

Strategic Planning · Performance Measurement · Performance Improvement
 · Performance Culture · **Employee Performance Management**

Stage 1: Professional Certification

Candidates must enroll in and successfully complete the **Certified Strategy and Performance Maturity Assessment Professional course**.

Course duration: 40 hours divided across 3 learning stages: pre-course assignments (5 hours), core-course activities (24 hours), after-course assignments (11 hours).

Evaluation: Online exam: 75 multiple-choice questions, requiring a minimum of 67% accuracy to pass.



As a Certified Strategy & Performance Maturity Assessment Professional, candidates are qualified to use the PerforAssess | QuickScan, a digital assessment platform to perform a self-evaluation of their organizational maturity. Candidates are equipped to identify gaps and enable the implementation of best practices.

Acquisition of the Certified Professional title is a mandatory prerequisite for progressing to the Practitioner stage.

[Explore the C-PA brochure for more details >](#)

Stage 2: Employee Performance Practitioner Certification

Candidates must complete a real-case simulation using GPAU's methodology and the PerformAssess digital platform to earn the Certified Practitioner title for the Employee Performance Management specialization track (C-PAP-EPM).

Format: Individual study supported by online mentorship.

Duration: Estimated 26 hours covering 5 assignments: documents review and scoring, survey audience segmentation, insights consolidation and maturity levels identification, assessment report writing and roadmap for improvement writing.

Evaluation: Simulation-based evaluation with a minimum score of 4 out of 5 required in each competency area.

WHAT EMPLOYEE PERFORMANCE MANAGEMENT PRACTITIONER CERTIFICATION COVERS

The Employee Performance Management Practitioner certification develops the candidate's ability to assess the 6 components of the Employee Performance Management framework:

Systems Integration & Governance: the integration of corporate, operational and individual performance

- ▶ management systems, alignment between strategic planning and performance management, accountability and decision-making structures.

Communication & Leadership Support: internal and external strategy and performance communication approach and the role of leadership in promoting a performance-oriented culture.

- ▶ **Innovation & Engagement:** the organization's approach to innovation, employee engagement and the interplay between the two.

- ▶ **Learning & Growth:** organizational learning practices, upskilling programs and the design of career trajectory system.

- ▶ **Rewards & Recognition:** the recognition and reward approach, its frequency and the link between performance and promotion.

- ▶ **Happiness & Wellbeing:** the organization's practices to support employee wellbeing as a foundation for sustained performance.



[Explore the C-PAP-EP brochure for more details](#) »

Stage 3: GPAU Employee Performance Authorized Assessor

Upon successful completion of both Stage 1 (Professional Certification) and Stage 2 (Employee Performance Management Practitioner Certification), the GPAU Institute for Standards & Accreditation issues the GPAU Employee Performance Management Authorized Assessor diploma.

Should the candidate wish to pursue additional credentials beyond the Employee Performance Management Authorized Assessor designation, a separate Authorized Assessor credential will be issued for each additional framework module upon completion of the corresponding Practitioner certification.





CERTIFICATE OF
AUTHORIZATION

This is to certify that

[FULL NAME]

having previously attained the relevant Professional and Practitioner certifications, has fulfilled the requirements relating to competence, professional conduct, and adherence to the GPAU-IS 91002:2025 - Assessor Competence Standard and confirms its capability to conduct maturity assessments using GPAU proprietary methodologies and frameworks.

The holder of this certificate is hereby granted the designation of
**GPAU EMPLOYEE PERFORMANCE
AUTHORIZED ASSESSOR**



"In witness thereof, this certificate has been issued under the seal of GPA Unit."

Signature 1

Chairman

NAME, GPAU INSTITUTE FOR
STANDARDS & ACCREDITATION



Signature 2

General Manager

NAME,
ORGANIZATION

Certificate ID: [#]

Effective Date: [DD/MM/YYYY]
Validity: [DD/MM/YYYY]

Collaboration as an **Employee Performance** Authorized Assessor

GPA Unit offers ongoing collaboration to **Employee Performance Management Authorized Assessors** as part of its commitment to maintaining a community of qualified professionals capable of applying GPAU's methodology with consistency, rigor and integrity. **Employee Performance Management Authorized Assessors** receive support throughout their practice, along with access to the tools, resources and progression opportunities described below.



PerforAssess | QuickScan digital platform access: Annual renewable access to the QuickScan self-assessment digital platform, enabling repeated organizational self-evaluations to track maturity progression over time.



PerforAssess | Diagnose toolkit preferential rate: Access to the full evidence-based evaluation framework, supporting documents checklist and additional implementation guidance.



PerforAssess | Recognized toolkit preferential rate: Access to the full evidence- and survey-based evaluation framework, supporting documents checklist, output templates and additional guidance.

Path to Accredited Assessor: Eligibility to transition, upon request and subject to defined criteria, to GPAU Accredited Assessor status, unlocking opportunity to be considered for delivering PerforAssess | Recognized services.

Professional community of practice: Inclusion in the GPAU Assessor Community, with access to GPA Unit communications and methodology updates, invitations to flagship events including webinars, the Performance Excellence Forum & Awards Gala and Executive Evenings, as well as curated resources through the GPAU Knowledge Hub.

Authorized Assessor Fees and Renewal Process

Standard Fees (USD)

1 Capability	—	\$2,000	4 Capabilities	—	\$5,000
2 Capabilities	—	\$3,000	5 Capabilities	—	\$6,000
3 Capabilities	—	\$4,000			

Note 1

A discounted fee applies to candidates who enroll in all five framework capabilities and complete the payment upfront.

Note 2

Candidates who already hold the Professional certification are eligible for a fee reduction of USD 1,000, which will be deducted from the applicable authorization fee.

Renewal

Renewal is conducted every three years and is granted automatically for active assessors who have completed the required assessment assignments and CPD credits during the renewal period.

Assessors who do not meet the CPD requirements may renew their credential through a reassessment process, subject to a renewal fee of USD 250.

Path to Accredited Assessor

The **GPAU Employee Performance Management Authorized Assessor credential** is the gateway to the highest tier of recognition within the GPAU Academy: the GPAU Employee Performance Management Accredited Assessor title, granted in accordance with GPAU-IS 91002:2025 Assessor Competence Standard, set by the GPAU Institute for Standards & Accreditation (ISA). Stage 4 can be pursued by Employee Performance Management Authorized Assessors who meet the eligibility criteria based on prior expertise in the employee performance management field.

Ongoing Collaboration

GPA Unit reserves the right to enter into collaboration agreements with Employee Performance Management Authorized Assessors who demonstrate readiness for client engagement. Selected assessors are granted the GPAU Accredited Assessor – Specialist Level title and benefit from:



- ▶ A new diploma and badge reflecting the assessor's proficiency level in Employee Performance Management, along with a collaboration contract.

- ▶ Mentorship and technical supervision from a GPAU Accreditation Mentor to ensure consistent application of Employee Performance Management methodology, scoring integrity and report quality.

- ▶ Opportunity to conduct PerforAssess | Recognized maturity assessments for the Employee Performance Management module, the highest-tier GPAU assessment service, reserved exclusively for Accredited Assessors and culminating in formal recognition of the assessed organization's employee performance management maturity.

- ▶ Proficiency reviews of accumulated experience and demonstrated expertise to support progression to higher levels of seniority (**Specialist → Senior → Expert → Master**).

[Explore the Accredited Assessor brochure for more details on Stage 4 and the expertise levels.](#) >

AN INSTITUTIONAL INITIATIVE BY GPA UNIT

GPAU Academy Founding Grant Program 2026

Building the global community of Strategy & Performance Maturity professionals.

To mark the official launch of GPAU Academy, GPA Unit is investing in the first global community of certified Strategy & Performance Maturity Assessment Professionals – recognizing those who will form the Academy’s Founding Cohort and advancing internationally recognized practice worldwide.

Applications reviewed on a rolling basis · close on **31 December 2026**

Who qualifies

MEET ONE ELIGIBILITY ROUTE

- A** **Three or more years** of relevant professional experience in strategy, performance management, transformation, operational excellence, quality, project management, consulting, or related disciplines.
- B** Recent **Master’s / MBA graduates** or equivalent postgraduate holders with strong academic achievement and a clear commitment to a career in strategy and performance management.
- Current C-PAs bridging to Authorized Assessor by capability.
 - Professionals certified by The KPI Institute complementing credentials with C-PA or C-PAP.
 - Academics, researchers, and professionals with recognized awards or assessment experience.

What you are joining

C-PA Certified Professional Foundational credential. Online or recorded.	C-PAP Certified Practitioner Applied capability certification, by capability.	C-PA + C-PAP Authorized Assessor Recognized assessor status, by capability.
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Grant conditions

- Available for eligible enrollments completed on or before 31 December 2026.
- Applies to standard Academy tuition and cannot be combined with other offers unless approved by GPA Unit.
- GPA Unit reviews eligibility and approves applications in line with the objectives of the program.

Founding Cohort tuition

Tuition for members of the Founding Cohort, reflecting the 40% Launch Grant contribution toward standard Academy tuition.

CREDENTIALS	STANDARD	FOUNDING COHORT
CERTIFIED PROFESSIONAL (C-PA)		
Certified Professional C-PA · online or recorded	\$1,250	\$750
CERTIFIED PRACTITIONER (C-PAP)		
1 capability	\$1,250	\$750
2 capabilities	\$2,500	\$1,500
3 capabilities	\$3,750	\$2,250
4 capabilities	\$5,000	\$3,000
5 capabilities	\$6,250	\$3,750
AUTHORIZED ASSESSOR (C-PA + C-PAP)		
1 capability	\$2,500	\$1,500
2 capabilities	\$3,750	\$2,250
3 capabilities	\$5,000	\$3,000
4 capabilities	\$6,250	\$3,750
5 capabilities	\$7,500	\$4,500

Fees may be paid in **installments** before each module starts. The **40%** Founding Grant contribution applies across all five capabilities.

// APPLY TO THE FOUNDING COHORT

Join the professionals shaping
Strategy & Performance Maturity worldwide

Applications are reviewed on a rolling basis and close on **31 December 2026**.

Express Interest →

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