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OKR Coach Certification Programme

1. Introduction

The **OKR Coaching Certification Programme** is designed to equip professionals with the expertise to implement, coach, and drive OKR adoption within organizations. This structured curriculum strategy ensures that participants gain practical, actionable knowledge through a **blend of theory, case studies, practical exercises, and assessments**.

2. Programme Objectives:

- **Master OKR Fundamentals** – Understand the history, principles, and strategic value of OKRs in driving performance and alignment.

- **Develop & Implement Effective OKRs** – Learn to craft clear, measurable Objectives and Key Results, avoiding common pitfalls and ensuring cross-functional alignment.

- **Coach & Facilitate OKR Adoption** – Gain hands-on experience in guiding teams through the OKR process, fostering engagement, accountability, and continuous improvement.

- **Measure & Track OKR Success** – Apply OKR grading methodologies, use data-driven insights, and integrate Conversations, Feedback, and Recognition (CFR) for continuous performance monitoring.

- **Drive a High-Performance Culture** – Embed OKRs into organizational strategy, promote transparency, and adapt goals in agile business environments.

- **Achieve Certification & Practical Mastery** – Demonstrate OKR coaching expertise through real-world applications, case studies, and a final capstone project for certification.

3. Target Audience:

- **HR Leaders & People Managers** – To drive performance and alignment.
- **Business Consultants & Coaches** – To support organizations in OKR implementation.
- **Strategy & Operations Leaders** – To ensure alignment across teams.
- **Entrepreneurs & Startups** – To set ambitious goals and track success.

4. Programme Features:

- *Comprehensive Curriculum –* Covers the full spectrum of OKR coaching, from foundational principles to advanced implementation and performance tracking.
- *Hands-On Learning –* Practical exercises, real-world case studies, and interactive workshops to apply OKR concepts effectively.
- *Expert-Led Training –* Facilitated by experienced OKR practitioners, ensuring high-quality instruction and industry insights.
- *Structured Coaching Framework –* Teaches proven methodologies for setting, aligning, and tracking OKRs across teams and organizations.
- *Interactive Peer Learning –* Engage in discussions, role-plays, and peer feedback to enhance understanding and coaching skills.
- *OKR Grading & Performance Measurement –* Master the use of OKR grading scales, Conversations, Feedback, and Recognition (CFRs) for continuous improvement.
- *Certification & Accreditation –* Receive a globally recognized OKR Coaching Certification upon successful completion of assessments and the final capstone project.
- *Exclusive Resources & Tools –* Gain access to OKR templates, frameworks, and performance-tracking tools to support real-world implementation.
- *Flexibility & Accessibility –* Available in multiple formats, including online, hybrid, or in-person learning, to accommodate different professional schedules.
- *Ongoing Community & Networking –* Connect with a professional community of certified OKR coaches for continued learning, collaboration, and career opportunities.

5. Programme Structure:

The programme is designed to be **highly interactive** and **practically oriented**, ensuring that learners **apply** OKR principles in real-world settings. The methodology includes:

- **Case Studies**: Learning from companies that successfully implemented OKRs.
- **Workshops & Role Plays**: Simulating real coaching conversations.
- **Practical Assignments**: Hands-on application of OKR setting and tracking.
- **Assessments & Peer Reviews**: Evaluating progress through quizzes, discussions, and feedback sessions.

6. Modules Overview:

Module	Learning Outcomes
Module 1: Foundations of OKRs	• Understand the historical context of OKRs • Differentiate OKRs from other frameworks • Explain why organizations use OKRs
Module 2: Crafting Effective OKRs	• Develop clear and measurable OKRs • Align OKRs with strategic goals • Identify and correct poorly written OKRs
Module 3: OKR Implementation and Coaching	• Guide teams in setting their OKRs • Use coaching techniques to drive buy-in • Implement OKRs across organizational levels
Module 4: OKR Performance Tracking and Adaptation	• Apply OKR grading techniques • Facilitate OKR review sessions • Adapt OKRs in agile environments
Module 5: Measuring OKR Impact and Success	• Measure the impact of OKRs effectively • Identify meaningful vs. vanity metrics • Use data to optimize OKR processes

Module 6: Final Project and Certification Assessment	• Design and implement an OKR framework for a mock company • Coach a team through an OKR cycle • Successfully complete certification assessment

7. Programme Assessment and Certification:

To earn the **OKR Coaching Certification**, participants must:

- Complete all six modules with active participation.
- Score **75% or higher** on assessments.
- Successfully present a capstone project.
- Demonstrate **practical OKR coaching skills** in an observed coaching session.

Upon successful completion, participants receive an **official certification** recognizing them as a **Certified OKR Coach**, validating their ability to drive OKR success in organizations. The Programme is approved by *COMENSA (Coaches and Mentors South Africa)*

8. Why Enroll in the OKR Coaching Certification from SAZIO, approved by COMENSA?

- *Comprehensive Knowledge:* Master *OKRs* from fundamentals to advanced coaching.
- *Practical Skills:* Gain hands-on coaching experience.
- *Global Recognition:* Certified status in the professional *OKR* community.
- *Career Advancement:* Expand opportunities in *OKR* consulting and leadership roles.
- *Access to Exclusive Resources:* Join a network of certified *OKR* professionals and gain access to best practices, templates, and toolkits.

9. Price

The fees are **R9 900** when paid in South African Rands. International price is **USD530.**

Contact us by email: clients@sazio.org for questions or additional information.

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ESG Analyst Certification Programme

1. Introduction

The **ESG Analyst Certification Programme** is a comprehensive programme designed to equip professionals with the knowledge and skills to analyse and integrate **Environmental, Social, and Governance (ESG)** factors into business and investment strategies. Developed by SAZIO, the course offers a practical, framework-driven approach to ESG analysis, reporting, and impact.

2. Programme Objectives:

- Provide a deep understanding of ESG concepts, frameworks, and regulations.
- Enable participants to conduct materiality assessments and ESG risk analysis.
- Develop skills for integrating ESG factors into investment decision-making.
- Guide participants in designing ESG strategies and implementing best practices.
- Equip learners with tools to measure ESG impact and assure ESG performance reporting.

3. Target Audience:

- Investment Analysts, Fund Managers, and ESG Consultants
- Sustainability Officers and Corporate Social Responsibility (CSR) Professionals
- Risk Managers and Compliance Officers
- Business Strategy Professionals
- Graduates and Early-Career Professionals in Finance and Sustainability

4. Programme Features:

- *Flexible Learning:* Online, in-person, or hybrid delivery options
- *Expert Faculty:* Industry practitioners and ESG specialists
- *Interactive Approach:* Case studies, group discussions, and real-world scenarios
- *Networking Opportunities:* Engage with ESG leaders and fellow participants

5. Programme Structure:

The programme consists of 5 modules, each covering a critical area of ESG analysis and implementation.

6. Modules Overview:

Module 1: Foundations of ESG Analysis	Learning Outcomes: - Introduction to ESG concepts and the triple bottom line (People, Planet, Profit) - History and evolution of ESG investing - Overview of ESG data sources and ratings (MSCI, Sustainalytics, CDP) - Ethical considerations and greenwashing risks
Module 2: ESG Frameworks and Materiality Assessment	Learning Outcomes: - Understanding single, double, and dynamic materiality - Deep dive into global ESG frameworks (GRI, SASB, TCFD, CSRD) - Conducting materiality assessments using industry-specific standards - Developing ESG metrics and indicators

Module 3: ESG Risk Analysis and Investment Decision-Making	Learning Outcomes: • Identifying and analysing ESG risks (physical, transitional, reputational) • ESG integration approaches (negative screening, thematic investing, impact investing) • Using ESG ratings and controversy analysis in decision-making • Building ESG-focused investment portfolios
Module 4: ESG Implementation and Strategy Development	Learning Outcomes: • Designing ESG strategies with clear goals, targets, and KPIs • Engaging stakeholders and integrating ESG into business operations • Exploring ESG innovations and sustainable business models (circular economy, inclusive business) • ESG reporting best practices aligned with global standards
Module 5: ESG Performance Measurement and Assurance	Learning Outcomes: • Developing ESG KPIs for environmental, social, and governance outcomes • Conducting ESG benchmarking and using rating systems effectively • Understanding ESG assurance processes (limited vs. reasonable assurance) • Measuring impact through models such as SROI (Social Return on Investment) and Theory of Change (ToC)

6. Programme Assessment and Certification:

• Each module includes knowledge checks, case studies, and practical exercises.
• Participants complete a capstone project (e.g., ESG report).
• Successful candidates receive an ESG Analyst Certification from SAZIO.

7. Why Enroll in the ESG Analyst Programme from SAZIO?

- Evaluate companies using ESG frameworks and metrics.
- Integrate ESG risks into investment decision-making.
- Develop and implement ESG strategies within their organisations.
- Measure and report ESG impact with credibility and accuracy.
- Conduct ESG assurance and engage stakeholders effectively.

8. Price

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Impact Management Practitioner Certification Programme

1. Introduction

The **Impact Management Practitioner** Certification Programme, exclusively offered by SAZIO, is a comprehensive learning programme designed to equip professionals with the skills and knowledge needed to measure, manage, and report impact effectively. The course combines foundational theory with practical application, focusing on the entire impact lifecycle—from setting impact objectives to performance measurement, reporting, and assurance. The programme culminates in a real-world capstone project where participants apply their learning to solve a practical impact challenge.

2. Programme Objectives:

- Build a strong foundation in impact measurement and management principles.
- Develop skills in impact strategy design and outcome measurement.
- Master tools and frameworks for impact reporting and assurance.
- Equip participants with practical experience through a capstone project.
- Align impact practices with global standards, such as the Impact Management Project (IMP), Global Reporting Initiative (GRI), and Social Return on Investment (SROI).

3. Target Audience:

- Impact Analysts, Sustainability Managers, and Social Impact Practitioners
- ESG and CSR Professionals
- Fund Managers and Impact Investors
- Program Managers and Development Practitioners
- Early-career professionals entering the impact measurement field

4. Programme Features:

- *Interactive Learning:* Real-world case studies, simulations, and group discussions
- *Expert-Led:* Delivered by experienced IMM practitioners and industry leaders
- *Flexible Learning:* Offered online with live sessions and self-paced modules
- *Practical Focus:* Hands-on exercises, templates, and toolkits
- *Networking Opportunities:* Connect with peers, impact leaders, and SAZIO alumni

5. Programme Structure:

The *Impact Practitioner* Course is structured into five modules, progressing from foundational concepts to practical application, and concluding with a capstone project.

6. Modules Overview:

Module 1: Foundations of Impact Measurement and Management	*Learning Outcomes:* • Understand the fundamentals of IMM and its importance. • Apply the Impact Management Project (IMP) norms in practice. • Develop and utilize a Theory of Change and Logic Models. • Identify and align with global impact frameworks.
Module 2: Impact Strategy and Outcome Measurement	This module provides participants with the tools to design impact strategies and measure outcomes effectively. ***Learning Outcomes:*** • Design an impact strategy with clear objectives and measurable outcomes. • Collect and analyse impact data using appropriate tools and methods. • Evaluate impact performance using SROI and other metrics. • Manage impact risks effectively.
Module 3: Impact Reporting Practice	This module focuses on impact reporting techniques and aligning reports with global standards. ***Learning Outcomes for Module 3:*** • Develop impact reports aligned with global standards (GRI, IRIS+, and SDGs). • Use data visualization and storytelling techniques in reporting. • Engage stakeholders effectively through impact reporting. • Analyse and critique real-world impact reports.

Module 4: Impact Performance Assurance	This module covers the processes and standards for ensuring the quality, credibility, and reliability of impact data through assurance practices.
	Learning Outcomes for Module 4:
	- Understand the principles and importance of impact assurance.
	- Apply ISAE 3000 and AA1000AS standards in assurance processes.
	- Conduct internal impact performance reviews and prepare for third-party assurance.
	- Work effectively with assurance providers.
Module 5: Capstone Project – Practical Impact Challenge	The Capstone Project is the culminating activity where participants apply their knowledge to a real-world impact challenge
	Capstone Project Deliverables:
	- Impact Strategy: Develop a Theory of Change and define impact objectives.
	- Outcome Measurement Plan: Create an impact measurement framework with KPIs.
	- Impact Report: Produce a GRI-aligned impact report with data visualizations.
	- Performance Assurance Plan: Outline a plan for impact verification and assurance.
	- Presentation: Present findings and recommendations to a panel of impact experts from SAZIO.

6. Assessment Criteria for Capstone:

Criteria	Weight (%)
Impact Strategy and Theory of Change	20%
Outcome Measurement and KPIs	20%
Impact Report (aligned with GRI)	20%
Performance Assurance Plan	20%
Presentation and Delivery	20%

7. Programme Assessment and Certification:

- **Module Assessments**: Each module includes quizzes, case studies, and group exercises.
- **Capstone Project:** The final project integrates knowledge from all modules.
- **Certification:** Participants who complete the course and pass all assessments will receive the Impact Management Practitioner Certification from SAZIO.

8. Why Enroll in the IMM Practitioner Course from SAZIO?

- Gain comprehensive knowledge of impact measurement and management principles.
- Develop practical skills for impact reporting and assurance.
- Earn a recognized Impact Management Practitioner Certification from a trusted institution.
- Advance your career in impact investing, sustainability, and social impact management.

9. Price

The fees are **R9 900** when paid in South African Rands. International price is **USD530.**

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