

Table of Experience and Professional Commitment Required for Managerial Certification

Performance Standard	<u>CTL®</u>	<u>CS®</u>	<u>CFLM®</u>	<u>CGM®</u>
Expertise	Team-wide: Content focus (organising and controlling)	Team-wide: Content and process focus (organising, planning and controlling)	Department-wide: content, process, team and budget focus (organising, planning, controlling and leading)	Organisation-wide: content, process, team and profit & loss focus (organising, planning, controlling and leading)
Management breadth or scope	Expertise in area and vertical function	Expertise in area and vertical function Report to middle management; some horizontal and short term planning	Expertise in area, vertical and horizontal function Report to senior management; horizontal and medium term planning	Expertise in area, vertical and horizontal function Report to top management; strategic thinking and long term planning
Focus on organisation	Provides technical support to staff	Provides technical support to middle management and customers	Provides support to senior management and customers	Provides support to executives and/or Board of Directors
Value to employer	Technical specialist and solves tactical problems	Technical specialist and solves tactical problems; middle management credibility	Midlevel depth and breadth; thinks like and relates to senior management	Senior level depth, breadth and width; executive level credibility
Work experience in area of performance standards	Minimum 1 year	Minimum 1 year	Minimum 1 year	Minimum 2 years
Minimum qualifications	NQF Level 3 or 4	NQF Level 3 or 4	NQF Level 5 or 6	NQF Level 5 (plus 4 years managerial experience) or Level 6 (plus 2 years managerial experience)
ABESA Membership	Student	Student	Associate	Full member
Commitment to the Profession	Subscribes to the Code of Conduct	Subscribes to the Code of Conduct	Subscribes to the Code of Conduct	Subscribes to the Code of Conduct
	Practices highest standards of competence (800 hours practice annually)	Practices highest standards of competence (800 hours practice annually)	Practices highest standards of competence (800 hours practice annually)	Practices highest standards of competence (800 hours practice annually)
	Professional Review of CPDP@s annually (minimum 36 hours CPD)	Professional Review of CPDP@s annually (minimum 36 hours CPD)	Professional Review of CPDP@s annually (minimum 36 hours CPD)	Professional Review of CPDP@s annually (minimum 36 hours CPD)
	Professional status = Student Membership	Professional status = Student Membership	Professional status = Associate Membership	Professional status = Full Membership