

# Business Acumen for Compensation Professionals (C8)

## Critical Thinking Skills for Today's Leaders

In this competitive, global economy business leaders expect you to go beyond the technical aspects of your job and think like a businessperson. To gain this understanding, you must embody business acumen skills—knowing what's going on around you and how the business works internally and externally. Having a keen sense of business knowledge is essential for better decision making and driving long-term positive results for your organization.

This course covers the essential skills, behaviors and actions that support the understanding and development of business acumen—helping you learn to see “the big picture,” understand finance concepts, recognize the important relationship between compensation plans and the bottom line, and make wiser decisions.

In this course, you will:

- Learn what it takes to apply key business acumen skills and behaviors.
- Understand, evaluate, and articulate the relationship between compensation and business outcomes.
- Grasp essential financial concepts.
- Know how your business works and recognize the relationship between the compensation plan and the bottom line.
- Strengthen communication skills.

**WHO SHOULD ATTEND** Designed for professionals responsible for compensation, this course provides critical insights around business acumen and explores how the compensation professional can leverage these insights to maximize their role within their organization.

### Course Outline

- Introduction to Business Acumen
- Knowing How Business Works
- Financial Literacy
- Evaluating the Business
- Communication and Corrections

### Credits

- Recertification: Course 2 credits; Exam 0.5 credits
- CEUs: Course 1.5 credits; Exam 0.3 credits
- HRCI Recertification: 16 classroom hours
- SHRM Recertification : 16 classroom hours

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