

NATIONAL ERG COUNCIL™

CERTIFICATION HANDBOOK

PROFESSIONAL CREDENTIALS FOR
ERG PROFESSIONALS, LEADERS,
PROGRAM MANAGERS, AND SPONSORS

PROGRAMS INCLUDE

ERG-CP - CERTIFIED PROFESSIONAL
ERG-CL - CERTIFIED LEADER
ERG-CPM - CERTIFIED PROGRAM MANAGER
ERG-CS - CERTIFIED SPONSOR

A PROFESSIONAL PATHWAY FOR ERG IMPACT



CERTIFIED PROFESSIONAL

For professionals building foundational knowledge of ERGs and effective participation.



CERTIFIED LEADER

For chairs, co-chairs, officers, committee leaders, and chapter leaders.



CERTIFIED PROGRAM MANAGER

For professionals overseeing multiple ERGs, chapters, councils, or portfolios.



CERTIFIED SPONSOR

For executives and senior leaders who sponsor, advise, advocate for, and support ERGs.

WHAT PARTICIPANTS DEVELOP

1

STRATEGIC ALIGNMENT

Connect ERG priorities with organizational objectives.

2

STRONG GOVERNANCE

Create clear structures, roles, standards, and accountability.

3

LEADERSHIP CAPACITY

Prepare professionals, leaders, and sponsors to perform effectively.

4

MEASURABLE IMPACT

Track progress and communicate meaningful ERG results.



ERG CERTIFIED PROFESSIONAL

Build a strong foundation for meaningful ERG participation.

IDEAL FOR

Professionals, emerging contributors, new ERG members, committee volunteers, and employees seeking foundational ERG knowledge.

CERTIFICATION OVERVIEW

ERG-CP develops the foundational knowledge needed to participate effectively in Employee Resource Groups. Participants learn how ERGs operate, how members contribute, and how programs support employee development, connection, and organizational priorities. Credential holders are prepared to serve as informed, engaged contributors within an ERG ecosystem.

CORE CERTIFICATION AREAS

- | | |
|-------------------------------------|------------------------------------|
| 1 ERG foundations | 2 Purpose and organizational value |
| 3 Member roles and responsibilities | 4 Governance fundamentals |
| 5 Inclusive engagement | 6 Program participation |
| 7 Communication and collaboration | 8 Organizational alignment |
| 9 Ethical participation | 10 Measuring contribution |



ERG CERTIFIED LEADER

Lead an ERG with clarity, confidence, and purpose.

IDEAL FOR

ERG chairs, co-chairs, officers, committee leaders, chapter leaders, and emerging ERG leaders.

CERTIFICATION OVERVIEW

ERG-CL develops the core capabilities required to lead an effective Employee Resource Group. Participants learn to establish priorities, engage members, organize programs, communicate with stakeholders, and create a sustainable leadership structure. Credential holders are prepared to guide ERG operations while connecting activities with employee development and organizational priorities.

CORE CERTIFICATION AREAS

- 1 Leadership fundamentals
- 2 Governance and operating structures
- 3 Strategic planning
- 4 Member recruitment and engagement
- 5 Program and event development
- 6 Communication and collaboration
- 7 Budget and resource fundamentals
- 8 Leadership succession
- 9 Organizational alignment
- 10 Measuring ERG results



ERG CERTIFIED PROGRAM MANAGER

Build consistency and impact across an ERG portfolio.

IDEAL FOR

Professionals responsible for multiple ERGs, chapters, councils, or an enterprise-wide ERG program.

CERTIFICATION OVERVIEW

ERG-CPM is an advanced credential for professionals overseeing an ERG portfolio. Participants develop the strategic and operational capabilities required to establish consistent standards, coordinate programs, support volunteer leaders, strengthen executive partnerships, and expand ERG impact. Credential holders are prepared to manage enterprise governance, budgets, leadership pipelines, reporting, and organizational change.

CORE CERTIFICATION AREAS

- | | |
|---------------------------|------------------------------|
| 1 Enterprise ERG strategy | 2 Portfolio management |
| 3 Governance standards | 4 Multiple ERGs and chapters |
| 5 Executive engagement | 6 Budget and resources |
| 7 Data and reporting | 8 Leadership pipelines |
| 9 Risk and compliance | 10 Change management |



ERG CERTIFIED SPONSOR

Turn executive sponsorship into meaningful ERG progress.

IDEAL FOR

Executives and senior leaders who sponsor, advise, advocate for, or provide organizational support to ERGs.

CERTIFICATION OVERVIEW

ERG-CS prepares executives to provide effective guidance, advocacy, visibility, and strategic support. Participants examine how sponsors can mentor leaders, secure resources, build influential partnerships, remove barriers, and connect ERG work with organizational priorities. Credential holders understand the difference between strategic sponsorship and day-to-day management.

CORE CERTIFICATION AREAS

- | | |
|---------------------------------|------------------------------|
| 1 Sponsor role and expectations | 2 Sponsorship best practices |
| 3 Coaching ERG leaders | 4 Leadership advocacy |
| 5 Visibility and influence | 6 Strategic alignment |
| 7 Resources and barrier removal | 8 Sponsor accountability |
| 9 Performance review | 10 Leadership succession |

FROM REGISTRATION TO RECOGNITION

A clear pathway helps participants select the right credential, build role-specific knowledge, demonstrate understanding, and apply what they learn.

01

SELECT

Choose the credential aligned with your ERG responsibilities.

02

REGISTER

Enroll in an available session or organizational cohort.

03

LEARN

Complete structured instruction and practical exercises.

04

ASSESS

Demonstrate knowledge of the core certification areas.

05

ACHIEVE

Receive the credential and digital certification badge.

CERTIFICATION BENEFITS

- Professional credential and digital badge
- Practical leadership and governance resources
- Recognition of professional knowledge
- Role-specific knowledge for immediate use
- Stronger leadership pipelines and sponsorship
- Continuing education opportunities

LEARN MORE Visit ergcouncil.org for schedules, registration, and organizational cohorts.