

This course has been fully accredited by a UK recognized awarding organization.

## Certified Finance for Human Resource Professionals (FHRP)<sup>™</sup>



### Program Overview

In many organizations, human resource costs (recruitment, selection, compensation, training, and workforce administration) are the largest component of the firm's operating expenses. In some service organizations these items constitute as much as 70% to 80% of the firm's total costs. Properly managing those costs is therefore critical to the success of any public, private or non-profit organization. Other things equal, a 10% reduction in a firm's HR costs can produce a huge increase in an organizations bottom line profit.

This pragmatic and interactive program will develop the finance skills and knowledge of the human resource professional that wants to understand the "big picture" at their organization. Learn how to interpret and speak the language of finance in order to effectively understand, communicate and work with colleagues in finance, accounting and operations.



The iIET is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP<sup>SM</sup> or SHRM-SCP<sup>SM</sup>



The iIET programs have been fully accredited by Qualifi, an official UK Government recognized awarding body.

## Benefits of an Internationally Accredited Certification

- Our accredited courses have been independently assessed to ensure a **consistent and high quality** service.
- Our accreditation provides proof that we comply with **industry best practices**.
- Our accreditation demonstrates that our presenters have **vast technical knowledge and experience**.
- Studies have shown that individuals that attain international accreditation/certification are more likely to achieve **higher salaries** and be **promoted** over those individuals that are not.

## Key Takeaways



1. Become familiar with key documents and terminology used in business finance



2. Gain confidence and skill in decision-making and working with financial managers



3. Learn the essentials of Human Resource budgeting and cash-flow analysis



4. Perform fundamental financial ratio analysis



5. Understand financial risk analysis for Human Resources Projects

## Why People Choose to learn with the iIET...

Our unique approach brings together...

- Internationally recognized accreditation
- latest case studies from the worlds top companies
- most cutting-edge multimedia available



Our course content is designed to fit every learning style and support the non-English speaking audience.

## Who Should Attend This Program

Human Resource Specialists, and other HR professionals at all career levels working in the areas of...

- HR Policies and Procedures
- Employee Relations
- Employee Communications
- Personnel Administration

**\*Successful completion of the course makes you a Certified Finance for Human Resource Professionals. You can use the designation of FHRP<sup>TM</sup> on your resume and business card.**

## Course Requirements

Delegates must meet the following criteria to be eligible for certificate of completion:

- 1. Attendance** – delegates must attend all sessions of the course. Delegates who miss more than two hours of the course sessions will not be eligible to sit for the Finance for Human Resource Professionals examination.
- 2. Successful completion of the course exam**– Upon completion of this training course you will receive your certificate which has been fully accredited by Qualifi Limited; a UK recognized awarding organization.

**\*Personality Profiling Test valued at \$275 is included in this program**

**\*Earn Professional Development Units towards maintaining your relevant certification/license.**

**\*Earn 24 PDUs (Professional Development Unit) upon successful completion of this program to maintain your PMI Certification.**

## -Topics That Will Be Covered-

### Day 1: Overview of Finance and Accounting Terms for Human Resource Professionals

#### Introduction to Financial Management

- Goals of financial management
- Cash cycle of the enterprise
- Reporting the results: the four financial statements
- Why Human Resources professionals need knowledge of Finance.

#### Financial Statement Analysis

- Demystifying Income Statement
- Balance Sheet
- Impact of Sound HR policies on balance sheet
- Cash Flow Statement
- Understanding changes in owner's equity and financial position

#### Case Study: The Importance of Accounting Standards: Price Waterhouse Coopers

#### Analyzing and Interpreting Financial Ratios

- Earnings ratios
- Liquidity ratios
- Turnover ratios
- The key ratios for HR professionals

**Case Study: Participants will calculate and interpret key financial ratios and financial statements for a typical company.**

#### Costing

- Costing methods
- Cost allocation
- Break-even analysis
- Pricing

#### Capital Budgeting and Methods to Evaluate Cash Flows

- Time value of money
- Factors affecting discount rates
- Capital budgeting
- Weighted average cost of capital (WACC)
- Payback period
- Net present value (NPV)
- Internal rate of return (IRR)

#### Case Study: Syngenta: Investment appraisal in action

### Day 2: Applying Finance to Human Resources

#### Risk Management with Human Resource Applications

- Risk management
- Qualitative and Quantitative risk analysis
- Scenario Analysis
- Decision Tree Analysis- Evaluating payoffs and risks of different projects
- Sensitivity Analysis - determine how sensitive a project is to particular risks

**Group Activity:** Build a decision tree to evaluate projects

## -Topics That Will Be Covered-

### Controlling the Human Resource project

- Fixed costs and break-even analysis
- Controlling schedules and budgets
- Organizational requirements for project control

### Case Study: **BG Group Case Study – Calculating the risks in making investment decisions.**

### The Capital Asset Pricing Model (CAPM)

- Risk characteristics and components
- Principle of diversification
- Beta: a formal metric of risk
- The Capital Asset Pricing Model (CAPM) relationship between risk and expected return
- The Security Market Line and expected return for individual investments

### Case Study: **Project Evaluation-Tortuga Fishing Equipment Company**

### HR Value Additions to Financial Bottom Line

- Value creation
- Maximizing Return on Investment (ROI)
- Getting financial support for HR initiatives

**This course will provide in-depth perspectives from the following companies...**

