



International Institute for Executive Training

Discounts
apply for 3 or
more people
from the same
organization.

Certified Strategic Human Resource Professional (SHRP)[™] Virtual/Instructor Led via Zoom



Program Overview

As an HR manager, can you articulate your company's business goals and strategy?

Do you know how best to align your human resource tools and expertise — from recruitment to talent management, to engagement — to support this strategy? This MBA level advanced HR management program provides a broad, organizational perspective, laying the foundation for you to identify, develop, and measure HR initiatives critical to your firm's bottom-line success.

The role of today's HR manager demands broad responsibilities that include organizational leadership and strategic thinking. As the profession evolves, HR departments are being called upon to make bigger-picture decisions and to execute well-defined HR strategies that align with larger organizational strategies.



[Click Here to Register](#)

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. Learn the latest thinking regarding the changing role of the HR business partner / professional



2. Develop models of strategy and value creation



3. Learn the tools needed to strategically align HR activities with organizational strategic action



4. Understand HR's role as a vital contributor to your organization's success



5. Discover strategies to attract and retain top talent



6. Examine best practices for managing performance and creating compensation, training and benefit systems that drive bottom-line result

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

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 Certified Strategic Human Resources Professional(SHRP)TM Examination.
2. **Successful completion of the course work and exam** – Upon completion of this training course you will receive your certificate which has been fully endorsed by Qualifi Limited; a UK recognized awarding organization.

Certified Strategic Human Resource Professional (SHRP)[™]



Why People Choose to learn with the iIET ...

Our unique approach brings together...

- Internationally accredited learning center
- latest case studies from the world's 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 Strategic Human Resources Professional. You can use the designation of SHRP[™] on your resume and business card.**

A Sample of Organization We Have Worked With



Virtual/Instructor Led Process

Register for Course

- Fill out the registration form
- Complete payment

Pre-Reading

- Complete all pre-reading materials before the 3-day session begins.

3 Days x 3 Hour Zoom Sessions

- 3 consecutive days of virtual instructor-led sessions.
- Each session is 3 hours long.
- Daily agenda provided below.

End of Course

- Submit all case studies to iIET within 1 week after the last session.
- Complete an open-book exam (multiple choice and short answer) within 1 week after the last session.
- Achieve a score of 90% or higher to earn the certification.

Strategic Human Resource Management

- Writing effective mission, vision and value statements.
- Defining corporate strategy and aligning to HR strategy
- The tools for human resource strategic analysis including benchmarking, balanced scorecard, strategic mapping, and SWOT analysis, McKinsey 7S model and Porter's 5 Forces

Doing Business in Changing World

- Identifying differences and similarities across cultures using Hofstede's Cultural Dimensions.
- The role of diversity, equity and inclusion
- How to effectively work within a 4 generation workforce

Change Management

- Why employees resist change
- The tools for effective change management including Kurt Lewin's three stages of change and Kotter's 8-step change model for implementing change.
- Strategies for managing conflict

Compensation Strategy

- Key elements of developing a compensation strategy and creating the right incentives
- Equity theory
- The key questions to ask when creating a compensation schematic

Motivation and Employee Engagement

- Motivation through job design and rewards
- "What Really Motivates Us?"
- Factors effecting Employee Engagement and How to address the them

HR Metrics and Analytics

- The Key HR metrics for making data-driven decisions
- Turnover rate, employee retention rate, time to fill, time to hire, absenteeism rate, and cost per hire
- Return on Investment (ROI)

Leadership

- Emotional Intelligence
- Leadership Styles and Traits
- Hershey-Blanchard Situational Leadership

TERMS

An invoice and registration confirmation will be sent within 7 days, please contact us if you have not heard from us within 7 days. Payment can be made by credit card, or by bank transfer. **ALL PAYMENTS MUST BE RECEIVED IN ADVANCE OF THE EVENT.**

CANCELLATIONS AND SUBSTITUTIONS

Once we have received your booking and payment, the place(s) are confirmed. No refunds will be made for any cancellations; however, you may substitute an individual if you advise in writing 5 days prior to the commencement of the program. If no substitute is available you will be given the opportunity complete the course within the year.

ALL CANCELLATIONS MUST BE RECEIVED IN WRITTEN FORM

PLEASE NOTE: The International Institute for Executive Training (iIET) reserves the right to change the content and timing of the program, the speakers and the date and venue due to reasons beyond their control. If in the unlikely event that the course does not proceed, the International Institute for Executive Training will provide alternative dates.

INQUIRIES: If you have any queries about registration or payment please do not hesitate to contact our client services department on +18182943634

PRIVATE DISCLOSURE STATEMENT: Any information provided by you in relation to this event is being collected by International Institute for Executive Training (iIET) and will be held in the strictest confidence. It will be added to our database for the primary purpose of providing you with information about future events and services.

[Click Here to Register](#)

Discounts apply for 3 or more people from the same organization.

Important Notice: Payments are required with registration and must be received prior to the Course to guarantee your place.