



International Training
Center Paris

TRAINING SCHEDULE

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CERTIFIED HUMAN RESOURCES MANAGER (CHRM)

Overview:

The Certified Human Resources Manager (CHRM) training program is designed for HR professionals who are looking to enhance their knowledge and skills in all areas of human resource management. The program covers the key competencies required for effective HR management and is designed to help participants become strategic business partners who can contribute to organizational success.

Objectives:

The objectives of the CHRM training program are:

- Develop a deep understanding of the key competencies required for effective HR management
- Learn how to develop and implement HR strategies that align with organizational goals and objectives
- Enhance knowledge and skills in areas such as employee relations, talent acquisition, compensation and benefits, and performance management
- Gain a comprehensive understanding of HR laws and regulations
- Develop the ability to analyze and interpret HR metrics to drive business decisions

Throughout the training program, participants will engage in a variety of learning activities, including case studies, group discussions, simulations, and self-assessment exercises. The program is designed to provide HR professionals with the knowledge and skills needed to become effective business partners and contribute to organizational success.

Targeted Groups:

- HR managers
- HR directors

- HR assistants
- Early-career HR professionals
- Professionals seeking foundational HR certification

Planning:

Day 1: Introduction to HR Management

- Overview of HR management and the role of HR professionals in organizations
- Understanding the HR function and its relationship to business strategy
- Key competencies required for effective HR management

Day 2: Talent Acquisition and Retention

- Understanding the talent acquisition process and strategies for effective recruitment and retention
- Techniques for identifying and attracting top talent
- Best practices for onboarding and retaining employees

Day 3: Performance Management

- Understanding the importance of effective performance management
- Techniques for setting goals, giving feedback, and conducting performance evaluations
- Strategies for addressing performance issues

Day 4: Compensation and Benefits

- Overview of compensation and benefits programs and their role in attracting and retaining employees
- Strategies for designing and implementing effective compensation and benefits programs
- Understanding legal and compliance considerations related to compensation and benefits

Day 5: Employee Relations and Compliance

- Understanding the importance of effective employee relations
- Techniques for managing employee relations issues
- Overview of HR laws and regulations and strategies for ensuring compliance