



International Training
Center Paris

TRAINING SCHEDULE

Phone: +33 6 59 26 89 09

E-mail: Info@itcparis.com

Address: 78, Avenue des Champs-Élysées, 75008 Paris

SENIOR CERTIFIED PROFESSIONAL IN HUMAN RESOURCES (SCPHR)

Overview:

The Senior Certified Professional in Human Resources (SCPHR) training program is designed to prepare experienced HR professionals for the SCPHR certification exam. The program covers advanced HR principles and practices, including strategy development, talent management, employee engagement, and organizational effectiveness. It is intended for HR professionals with significant experience and knowledge in the field, who are seeking to enhance their skills and advance their careers.

Objectives: The objectives of the Senior Certified Professional in Human Resources (SCPHR) training program are:

- Develop a comprehensive understanding of advanced HR principles and practices.
- Learn how to align HR strategy with organizational goals and objectives.
- Develop the skills needed to effectively manage talent and develop employee engagement.
- Gain a deep understanding of legal and regulatory requirements related to HR management.
- Learn how to design and implement HR metrics and analytics to support organizational effectiveness.

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 experienced HR professionals with the knowledge and skills needed to prepare for the SCPHR certification exam and enhance their ability to effectively manage and develop talent within their organizations.

Targeted Groups:

- Senior HR managers
- HR directors
- HR business partners
- HR consultants
- Experienced HR professionals seeking senior-level certification

Planning:

Day 1: Strategic Business Management

- Understanding business strategy and its alignment with HR strategy
- Developing a strategic HR plan
- HR's role in managing organizational change

Day 2: Talent Management and Acquisition

- Talent acquisition strategies and techniques
- Effective employee retention and development programs
- Managing employee performance and engagement

Day 3: Learning and Development

- Designing and implementing effective training and development programs
- Evaluating and measuring the effectiveness of learning initiatives
- Leveraging technology to support learning and development

Day 4: Total Rewards

- Understanding compensation and benefits programs
- Legal and compliance considerations related to compensation and benefits
- Designing and implementing total rewards strategies to support organizational goals

Day 5: HR Metrics and Analytics

- Designing and implementing HR metrics and analytics
- Using data to inform HR decisions and support organizational effectiveness
- Developing a culture of data-driven decision making in HR