ITC
International Training Center Paris

TRAINING SCHEDULE

SENIOR PROFESSIONAL IN HUMAN RESOURCES (SPHR)

Overview:

The Senior Professional in Human Resources (SPHR) training program is designed for experienced human resources professionals who are responsible for developing and implementing human resources strategies in their organizations. This program provides participants with advanced knowledge and skills in human resources management, as well as a deeper understanding of strategic business management.

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

1. Develop advanced knowledge and skills in human resources management.
2. Understand the strategic role of human resources in organizational success.
3. Enhance leadership and strategic decision-making capabilities.
4. Develop and apply ethical and legal principles to human resources management.
5. Learn how to effectively communicate and collaborate with key stakeholders.

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 participants with advanced knowledge and skills in human resources management, as well as a deeper understanding of strategic business management.

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 the principles of strategic business management
- Developing and implementing human resources strategies that support organizational goals
- Conducting a human resources strategic audit

Day 2: Talent Development and Management

- Understanding the principles of effective talent development and management
- Developing and implementing talent development programs
- Measuring the effectiveness of talent management programs

Day 3: Total Rewards

- Understanding the principles of total rewards management
- Designing and administering effective compensation and benefits programs
- Ensuring legal compliance in compensation and benefits practices

Day 4: Employee Relations and Engagement

- Understanding the principles of effective employee relations and engagement
- Managing employee relations and communication
- Developing and implementing employee engagement programs

Day 5: Leadership and Ethics

- Understanding the principles of effective leadership and ethics in human resources management
- Enhancing leadership and strategic decision-making capabilities
- Developing and implementing ethical and legal policies and practices