



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

SHRM SENIOR CERTIFIED PROFESSIONAL (SHRM-SCP)

Overview:

The SHRM Senior Certified Professional (SHRM-SCP) certification is a globally recognized credential for HR professionals who are seeking to enhance their knowledge and skills in the field. This certification is designed to validate the competency and expertise of HR professionals at a senior level. It is based on a comprehensive set of competencies that are critical to the success of HR professionals in leadership positions.

Objectives: The objectives of the SHRM Senior Certified Professional (SHRM-SCP) training program are:

1. Develop a thorough understanding of the SHRM-SCP body of knowledge and competencies.
2. Enhance HR leadership skills and strategic thinking abilities.
3. Learn practical approaches to designing and implementing effective HR programs and initiatives.
4. Explore innovative HR practices and their application in a variety of organizational settings.
5. Develop and apply ethical and legal principles to HR decision-making.

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 practical skills and knowledge that can be applied immediately in their current roles, as well as to enhance their HR leadership capabilities.

Targeted Groups:

- Experienced HR managers
- Senior HR business partners
- HR directors
- HR consultants
- Professionals seeking advanced HR credentials

Planning:

Day 1: Overview of HR Leadership and Strategy

- Introduction to the SHRM-SCP certification and competency model
- Overview of HR leadership competencies
- Understanding the role of HR in organizational strategy

Day 2: Effective HR Program Design and Development

- HR program design and development
- Employee engagement and retention strategies
- Performance management and rewards programs

Day 3: Talent Management and Succession Planning

- Workforce planning and talent management strategies
- Succession planning and leadership development
- Diversity, equity, and inclusion initiatives

Day 4: Legal and Ethical Principles in HR Decision-Making

- Legal and ethical considerations in HR decision-making
- Compliance with labor laws and regulations
- Creating and implementing HR policies and procedures

Day 5: Emerging Trends and Best Practices in HR

- Emerging trends and best practices in HR
- Innovations in HR technology and data analytics
- Strategic HR planning and implementation