

5 Day MBA Certified Human Resources Manager



DAY 1

Strategic Human Resources

- Overview of the AHRI Model of Excellence
- Developing global HR strategies to support organizational long and short term business goals and corporate values.
- Overview of Mc Kinsey 7S Value Based Management Model including identifying various stakeholders
- Develop measurement systems to evaluate HR's contribution to the achievement of the organizations business goals and ensure HR is seen as a credible business partner.
- How HR can participate in the development and integration of an organizational culture, core values, ethical standards, philosophy on corporate social responsibility, and employer brand.

DAY 2

Global Talent Management

- Develop and evaluate global staffing strategies to support organizational business objectives in a culturally
- and contextually appropriate manner.
- The importance of Employer Brand in global Talent Management
- Best practice trends towards international Assignments
- Developing and writing HR Policies including International Assignment Policy

DAY 3

Compensation and Benefits

- Development of global compensation strategies aligned to support the organization's business requirements whilst maintaining employee engagement.
- Compensation Strategies and programs for employees working in each country of operation, including those on long or short term assignments, including home country and local employment.
- Major factors affecting Employee Engagement
- Best Practice Work Life Balance programs

DAY 4

Organizational Effectiveness

- Organizational structures, programs and processes to effectively develop and engage a globally workforce aligned with the organization's business needs, culture, and values.
- Process and programs support and manage virtual or geographically dispersed teams
- Performance Management processes that supports both global and local business objectives, and that are culturally appropriate
- Global organizational programs and practices (succession, career development and leadership development)
- Develop and write HR Policies including Talent Management Policy and Retention Policy

DAY 5

Workforce Relations and Risk Management

- The importance of ensuring all employee and labour relations are compliant with applicable local employment laws, privacy laws, and security laws, anti discrimination and Health and Safety laws.
- Workforce relations and managing relationships with employee representative groups (unions) as appropriate and applicable.
- Processes and practices that promote a positive workplace culture (employee recognition programs, constructive discipline and non monetary rewards)
- Coordination of global risk management, emergency response, and security.
- Develop and write HR policies including Grievance, Code of Conduct and harassment Policies.



** Only those who successfully complete the exam will receive the Certified Human Resources Manager.*