



Chartered Professional in Human  
Resources (CPHR)





# Chartered Professional in Human Resources (CPHR)

## Introduction:

To the Chartered Professional in Human Resources CPHR course, where participants embark on a transformative journey into the dynamic world of human resource management. This comprehensive program is to equip participants with the knowledge, skills, and credentials necessary to excel in the field of HR.

A diverse cohort of participants comprises individuals from various professional backgrounds, including seasoned HR professionals seeking to enhance their expertise, recent graduates aspiring to enter the HR domain, and career changers eager to explore new opportunities in human resources.

With a shared passion for organizational development, talent management, and employee relations, participants bring a wealth of experience, perspectives, and insights to enrich the learning experience. Through collaborative engagement and mutual support, they foster a vibrant community dedicated to personal growth and professional advancement in the field of HR.

## Targeted Audience:

Target audience for the Chartered Professional in Human Resources CPHR course:

- HR Professionals.
- Recent Graduates.
- Career Changers.
- Managers and Supervisors.
- Entrepreneurs and Business Owners.
- Consultants and Advisors.
- Professionals Seeking Career Advancement.
- Mid-career Professionals Seeking Skill Enhancement.
- Individuals Returning to the Workforce After a Career Break.
- HR Managers in Small and Medium-sized Enterprises SMEs.
- International Professionals Looking to Understand HR Practices in a New Market.
- Government Employees Responsible for HR Functions.
- Nonprofit Organization Staff Involved in Human Resource Management.
- Individuals Interested in Diversity, Equity, and Inclusion DEI in HR.

## Course Objectives:

At the end of this course, the participants will be able to:

- Foster a deep understanding of HR principles, theories, and practices.
- Develop practical skills for real-world HR decision-making.
- Prepare for successful completion and obtain the CPHR certification.
- Emphasize ethical leadership and legal compliance in HR.
- Align HR strategies with organizational goals for growth.
- Promote lifelong learning and professional development.
- Integrate diversity, equity, and inclusion into HR practices.
- Facilitate practical application through case studies and simulations.

## Targeted Competencies:

- Strategic Thinking.
- Communication Skills.
- Leadership and Influence.
- Ethical Practice.
- Business Acumen.
- Relationship Management.
- Critical Thinking.
- Talent Management.
- Change Management.
- Diversity, Equity, and Inclusion DEI.
- Legal Compliance.
- Data Analysis and Decision-Making.

## Course Content:

### Unit 1: Foundations of CPHR:

- Core concepts and principles specific to the CPHR designation.
- Historical evolution of the CPHR designation and its significance in the HR profession.
- Overview of the CPHR Competency Framework and its role in guiding HR practice.
- Ethical considerations and professional standards unique to CPHR professionals.
- The legal framework surrounding HR practices and their relevance to CPHR certification.
- International recognition and standards alignment of the CPHR designation.
- Maintaining CPHR designation through ongoing professional development is important.
- CPHR-specific networking opportunities and professional communities.

### Unit 2: Talent Management for CPHRs:

- Specialized recruitment strategies tailored to the CPHR role.
- Advanced selection techniques aligned with CPHR competencies.
- Strategic onboarding practices designed for CPHR professionals.
- Performance management frameworks are specific to the CPHR designation.
- Succession planning strategies geared towards CPHR-certified individuals.
- Talent acquisition challenges and opportunities within the CPHR context.
- Leveraging employer branding for talent attraction and retention.
- Best practices for building diverse and inclusive talent pipelines.

### Unit 3: CPHR Leadership and Engagement:

- Leadership development opportunities within the CPHR framework.
- Techniques for fostering employee engagement in alignment with CPHR principles.
- Conflict resolution strategies tailored to the CPHR role.
- The CPHR designation emphasizes diversity, equity, and inclusion initiatives.
- Well-being promotion strategies are relevant to CPHR professionals.
- Change leadership strategies specific to CPHR-certified individuals.
- Developing and nurturing high-performing teams as a CPHR leader.
- Effective communication strategies for CPHR professionals.

#### **Unit 4: Learning and Development for CPHRs:**

- Continuing education requirements and opportunities for CPHR professionals.
- Specialized training delivery methods tailored to CPHR competencies.
- Career development pathways specific to the CPHR designation.
- Leadership development program for CPHR-certified individuals.
- Evaluation methods for assessing the effectiveness of CPHR training initiatives.
- Incorporating emerging trends in learning and development into CPHR practice.
- Mentoring and coaching programs for CPHR professionals.
- Personalized learning plans to support individual CPHR career goals.

#### **Unit 5: Strategic HR Management for CPHRs:**

- Strategic HR planning frameworks aligned with the CPHR Competency Framework.
- Utilization of HR metrics and analytics to inform strategic decision-making for CPHRs.
- Change management strategies tailored to the CPHR role.
- Integration of HR technology solutions recommended for CPHR professionals.
- Global HR management considerations emphasized by the CPHR designation.
- Strategic workforce planning and forecasting methodologies for CPHR leaders.
- Leveraging data-driven insights for strategic HR decision-making as a CPHR professional.
- Advocating for HR's role in driving organizational strategy and success.