BLACKBIRD FOR TRAINING

Advanced Introduction to Human Resources Certification Courses

13 – 17 September 2027
Kigali (Rwanda)

UK Traininig
PARTNER



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Introduction

In today's global business environment, human resources specialists are pivotal in driving organizational success. As companies expand internationally, the demand for HR professionals with advanced human resources certifications like aPHRi, PHRi, and SPHRi has grown exponentially. These human resource certifications equip practitioners with specialized skills to navigate the complexities of managing human resources across diverse legal, cultural, and operational landscapes.

This course offers a comprehensive introduction to these certifications, focusing on essential human resources training, key HR competencies, emerging trends, and preparation strategies. Whether you're looking to build a career in HR or advance into specialized global roles, this program will provide the knowledge and tools to excel in certification exams and beyond.

Course Objectives

- Gain an in-depth understanding of aPHRi, PHRi, and SPHRi certifications, their structure, and their relevance in the global HR industry.
- Master the fundamentals of human resource management on an international scale, including human resource planning, recruitment, employee relations, compensation, and benefits.
- Enhance human resource strategy skills to align HR functions with broader business objectives.
- Acquire knowledge of emerging HR technology trends, human resource analytics, and data-driven decision-making.
- Prepare for certification exams with comprehensive study materials, practice tests, and proven exam strategies.

Course Outlines

Day 1: Introduction to International Human Resources Management

- Overview of aPHRi, PHRi, and SPHRi certifications and their value in the HR field.
- Explore the evolution of human resource management in a global context.
- Understand what human resource management do and how it differs internationally.
- Identify key human resources responsibilities in global HR roles, focusing on cultural and legal influences.



Day 2: Strategic HR Planning and Organizational Development

- Discover the strategic role of HR in influencing business outcomes.
- Develop human resource strategies that align with corporate goals.
- Emphasize change management and high-performance team-building in international settings.
- Utilize human resource development principles to shape organizational culture and employee engagement.

Day 3: Talent Acquisition and Management

- Master international recruitment and selection strategies.
- Explore human resources services that support cross-border hiring.
- Understand diversity, inclusion, and succession planning within global teams.
- Learn how to get into human resources through global talent management.

Day 4: Compensation, Benefits, and Employee Relations

- Examine international compensation structures, including expatriate packages.
- Manage global benefits and develop competitive compensation strategies.
- Address human resources duties in conflict resolution and grievance management.
- Create fair compensation packages to attract and retain global talent.

Day 5: HR Technology and Emerging Trends

- Analyze the role of technology in modern HR, including human resource analytics.
- Stay updated on emerging trends in international HR practices.
- Final exam review with tips and strategies for success.
- Understand what do human resources do to adapt to technological changes.

Why Attend This Course: Wins & Losses!

- Comprehensive preparation for aPHRi, PHRi, and SPHRi certifications.
- Mastery of human resource planning and human resources responsibilities on an international scale.
- Advanced knowledge of human resource strategy and analytics.
- Practical skills for managing human resources in diverse global environments.
- Clear understanding of how to become human resources certified and excel in your career.

Conclusion

This course provides essential human resources training for professionals seeking international certifications in human resource management. With a focus on strategic planning, talent acquisition, compensation management, and human resources analytics, participants will be well-prepared to excel in their roles and meet the demands of global HR. Whether you're aiming for a certificate in human resources or advancing to specialized roles, this program equips you with the expertise to achieve certification and make a meaningful impact in the HR field.



Join us to unlock your potential and become a globally recognized human resources specialist.

