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# Preparatory Course for Advanced HR Certification (CP-SHRM or SCP-SHRM)

22 – 26 March 2027
Munich (Germany)



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**Ref:** 3254620_315595 **Date:** 22 – 26 March 2027 **Location:** Munich (Germany) **Fees:** 5200 GBP

## Introduction

The CP-SHRM Certified Professional in Human Resources and SCP-SHRM Senior Certified Professional in Human Resources are among the most prestigious HR certifications globally. Offered by the Society for Human Resource Management SHRM, these certifications provide HR professionals with the expertise needed to manage HR functions efficiently in today's dynamic work environment.

This HR training course is designed to prepare participants for the CP-SHRM and SCP-SHRM exams by covering key HR responsibilities, compliance regulations, and strategic leadership principles. Participants will explore HR systems, workforce management, HR solutions, and performance optimization through interactive lectures, real-world case studies, and practice assessments.

## Course Objectives

By the end of this course, participants will:

- Understand the core functions of the HR department and what HR does in an organization.
- Gain expertise in HR compliance and workplace regulations.
- Master HR consulting services for talent acquisition and employee development.
- Learn how to manage HR benefits including compensation and reward systems.
- Explore best practices in HR technology and digital transformation.
- Develop leadership skills to drive change in the evolution of HR.
- Prepare for the CP-SHRM and SCP-SHRM exams with confidence.



## Course Outlines

### Day 1: Introduction to Human Resource Management

- Define HR: The role and purpose of human resource management.
- The HR department structure and its alignment with business goals.
- Key HR responsibilities in talent management and compliance.
- Understanding HR service functions and their impact on corporate strategy.
- Legal and regulatory aspects of HR compliance in the workplace.

### Day 2: Recruitment and Employee Selection

- HR positions and the role of an HR specialist in talent acquisition.
- Effective HR solutions for attracting top talent.
- Selection techniques: HR internships, structured interviews, and employment assessments.
- Integrating diversity and inclusion into the recruitment process.

### Day 3: Performance Evaluation and Employee Development

- Key performance indicators and HR analyst methodologies.
- Employee assessment tools and HR training for performance improvement.
- Designing and implementing career development strategies.
- HR & training strategies for motivation and retention.



### Day 4: Compensation and Benefits

- HR benefits and compensation structures.
- Developing incentive programs for employee engagement.
- Managing HR systems for payroll, insurance, and healthcare benefits.
- Optimizing cost-effective reward models.

### Day 5: Strategic Leadership and Change Management

- Effective leadership in HR and change management strategies.
- The role of HR technology in modern workforce planning.
- Exploring innovations in evolution HR and digital transformation.
- Practice test for CP-SHRM / SCP-SHRM exam preparation.

## Why Attend This Course? Wins & Losses!

- Comprehensive HR training: Gain in-depth knowledge of HR services and best practices.
- HR certifications preparation: Get fully equipped to pass the CP-SHRM / SCP-SHRM exams.
- Hands-on expertise: Learn through real-world case studies and practical applications.
- Advanced HR solutions: Master the use of HR systems for compliance and performance management.
- Networking opportunities: Connect with HR professionals in different HR positions and industries.



## Conclusion

This HR certification preparation course is an invaluable opportunity for HR professionals seeking to advance their careers and gain recognition in the field. Whether you're aiming for CP-SHRM or SCP-SHRM, this training provides a structured approach to mastering HR responsibilities, improving workplace strategies, and excelling in HR leadership.

**Enroll today and take the next step in becoming an HR expert with top-tier HR consulting services and industry-leading best practices!**

