PROGRAM SYLLABUS

HR Manager

Online Certification Program

Last update: October 16, 2024

AIHR | ACADEMY TO INNOVATE HR

An overview
of what you can expect from this program

Become an influential & impactful HR Manager

As the HR function gravitates towards the center of organizations, HR Managers are being called upon to make big-picture decisions for the business and create HR strategies that impact the bottom line.

To be successful, you need to develop a broader set of skills that includes understanding the organization, its business model, and the larger economic context, as well as the ability to innovate the organization and drive lasting change.

This online certification will help you prepare for a strategic management position by acquiring the skills and knowledge needed to become an influential and impactful HR manager.

🖥️	**Type**	Online self-paced learning
💬	**Language**	English (including subtitles)
🕐	**Duration**	35 hours
📅	**Access**	12 months
🖼️	**Structure**	5 courses + capstone project / 15 modules
✓	**Testing**	Quizzes, assignments, capstone project
📜	Digital certificate upon completion (including LI token)	
🏛️	Eligible for HRCI, HRPA & SHRM credits	
📋	Reading materials & bonus content	
$	60-day money back guarantee	

Learn in-demand skills

and take your career to the next level

Learning objectives

✓ **"Big-Picture" Perspective**

Establish your credibility as a strategic HR Manager with a deep understanding of business, organizational design, and HR operating models.

✓ **Business-Driven HR Strategy**

Position HR as a strategic pillar at the heart of the organization by aligning HR strategies with business goals and clearly contributing to the bottom line.

✓ **Leadership Skills**

Establish yourself as an influential manager. Champion your organization's strategic goals, drive change and leverage stakeholder buy-in.

✓ **Design an Agile HR Function**

Optimize the flexibility, and efficiency of your HR team(s) by designing and implementing an agile and project-based approach to HR.

The perfect fit for

This course is for seasoned HR professionals who aspire to or are already transitioning into an HR Management role, and for any HR manager who is in a position to influence HR strategy. With a focus on business acumen, strategy and best practices, this certificate program prepares you to become an HR Manager who sees the bigger picture and can deliver business results.

Curriculum structure

Practical. Comprehensive. Game changing.

3 MODULES
HR Management

4 MODULES
Mini MBA for HR
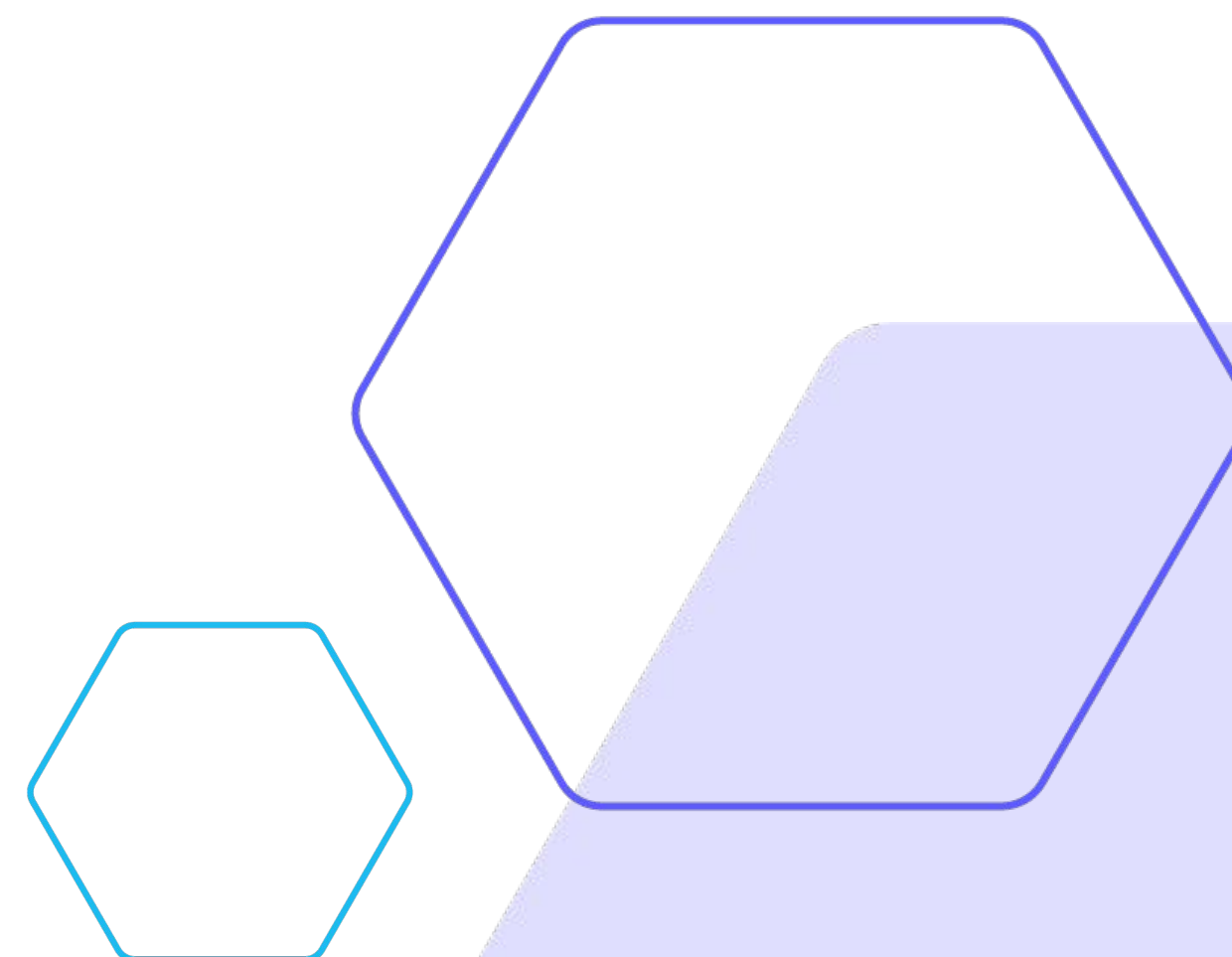
3 MODULES
HR Strategy

2 MODULES
Lean Management

3 MODULES
HR Operating Models

1 MODULE
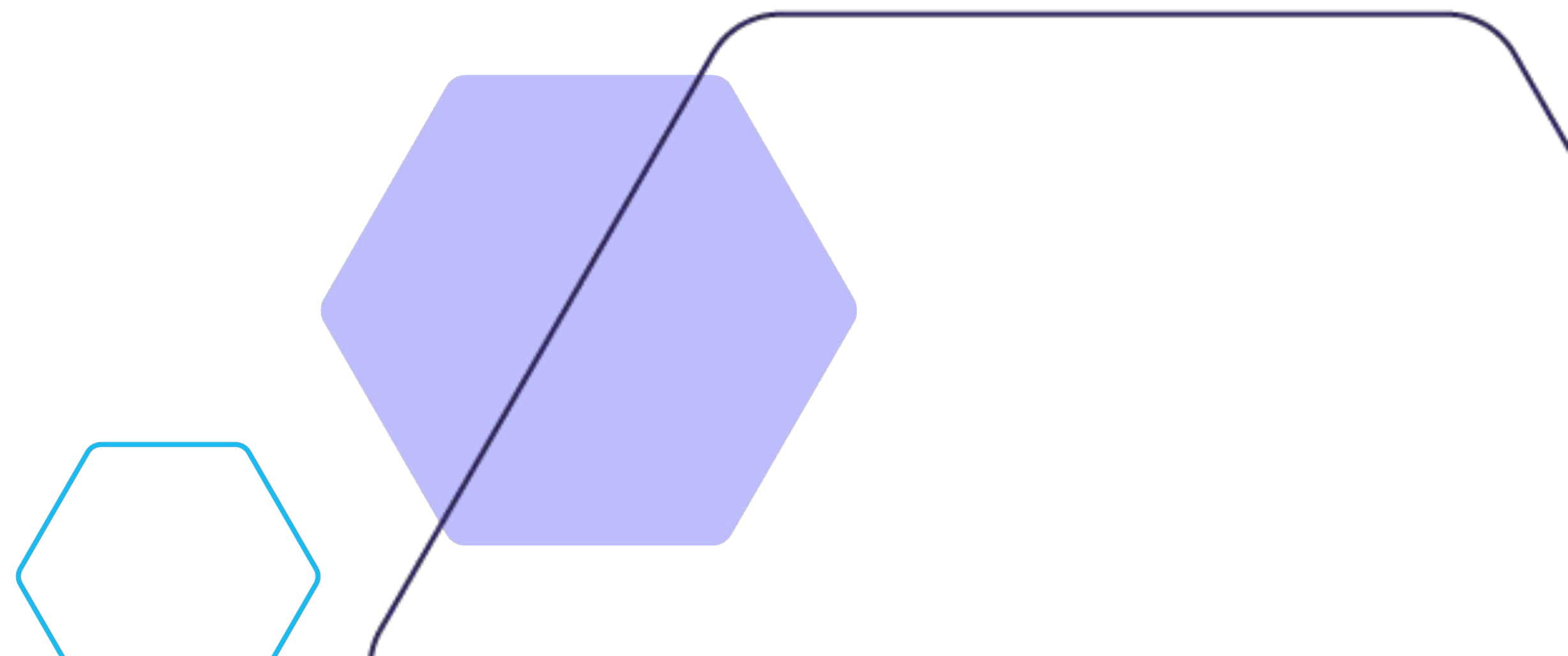**Capstone Project**

A detailed look

at the curriculum and modules

3 MODULES

HR Management

From becoming a culture and change champion, to establishing credibility and trust within the organization, and bridging the gap between business and people: an HR management role is as complex as it is dynamic. In this course you'll learn how to approach the role, what competencies you need to develop, and how to navigate the challenges and responsibilities of HR management.

- **Navigating to the Top of HR**
- **HR Leadership Activities**
- **Managing the Teams of the Future**

4 MODULES

Mini MBA

Get the business savvy you need to gain insight into business operations and create a value-adding HR strategy. You'll develop a solid understanding of how your organization creates value, how to spot opportunities in the company and the larger business context, and how to navigate market changes. You'll also learn to balance competing interests when dealing with stakeholders, investors, or the board, and prepare for the intricacies of a global business.

- **Strategic Foundations**
- **Strategy Implementation**
- **Governance**
- **Digital & Global Business**

3 MODULES

HR Strategy

Position your HR department as a strategic pillar of the organization through a carefully designed HR strategy that aligns with business goals. In this course, you will learn the what, why, and how of developing and implementing an HR strategy - from analyzing the HR customer and identifying priorities, to designing an HR Services Delivery Model, and measuring effectiveness through metrics and KPIs.

- **HR Strategy Overview**
- **HR Strategy Development**
- **HR Strategy Implementation**

Lean Management

Ensure you're always ready to adapt and evolve in a rapidly changing business environment by designing an agile HR organization. In this course, you'll learn how to apply agile principles to your HR function, teams and processes to deliver maximum value, flexibility and efficiency.

- **Thinking Lean**
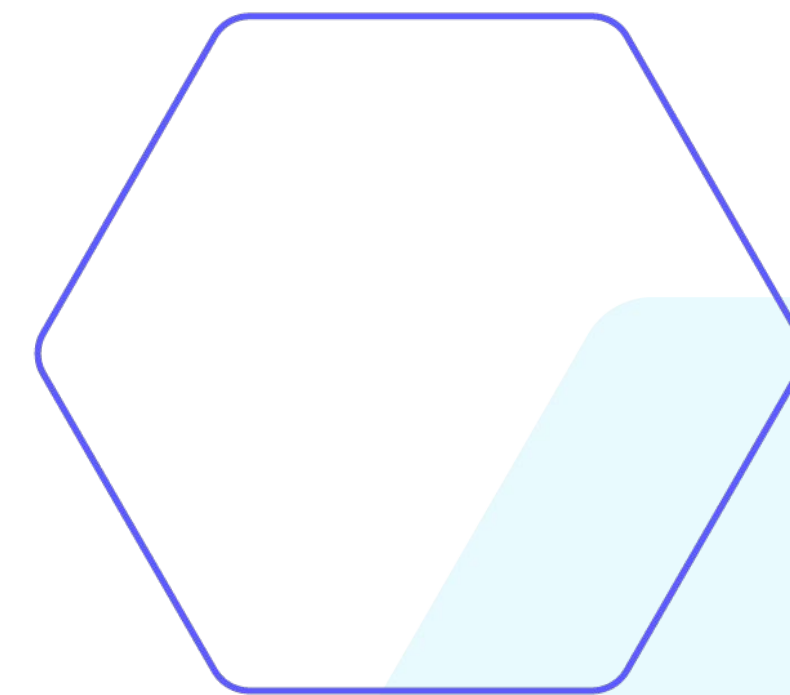- **Agile Teams**

HR Operating Models

Learn how to design the HR function to most efficiently attain the goals of your department and the business with the help of Operating Models. This course will take you step by step through the process of designing an HR Operating Model, and help you understand what works best for your organization.

- **Designing an HR Operating Model**
- **Key Factors to Consider**
- **Operating Models in Action**

Capstone Project

The capstone project will help you put your newly acquired knowledge and skills into practice. The project covers a wide range of topics included in the certificate program, meant to ensure that you are ready to excel in a management position.

Proven online learning
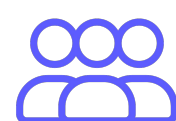
for Human Resources Professionals

Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies
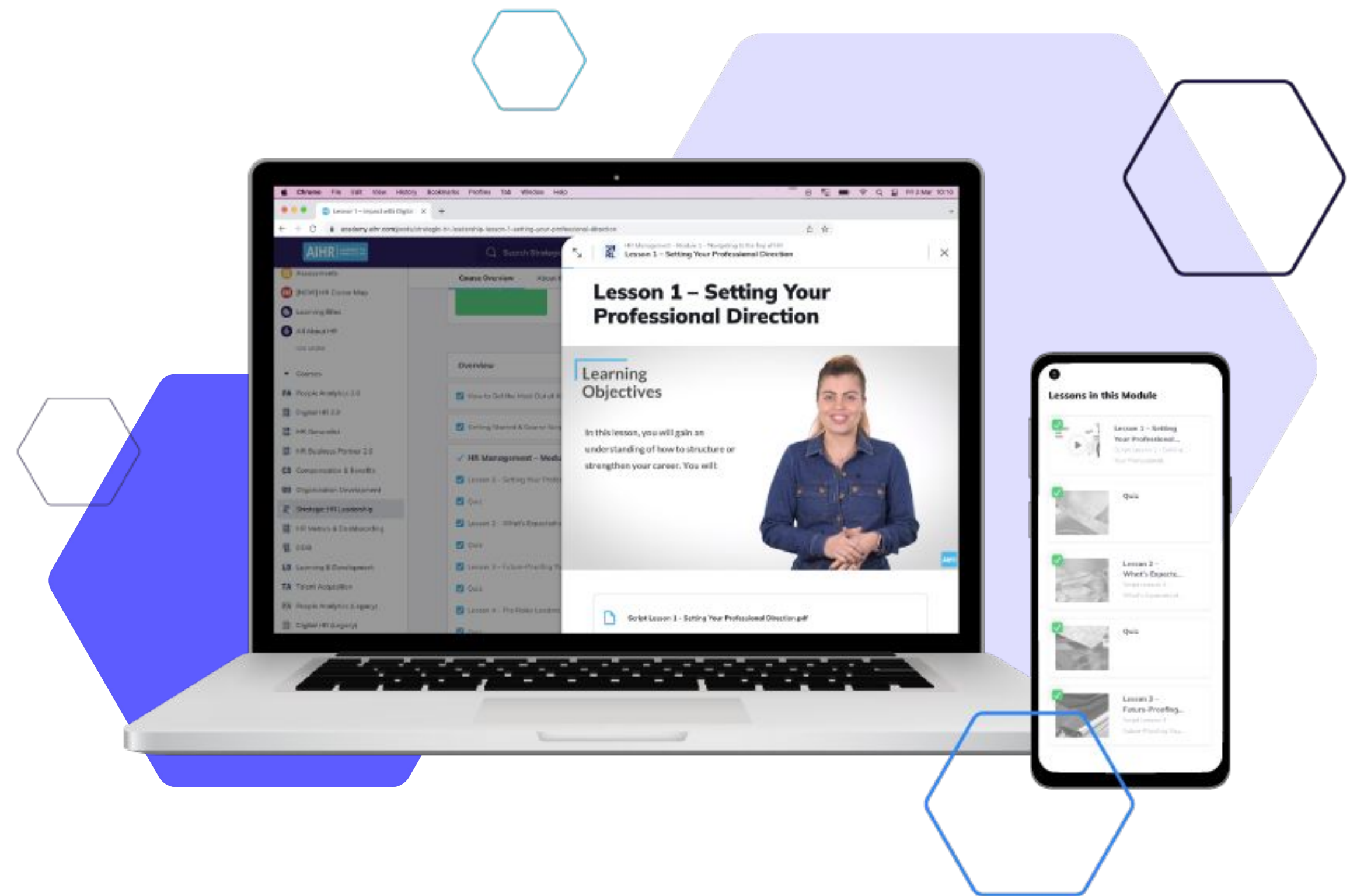
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.

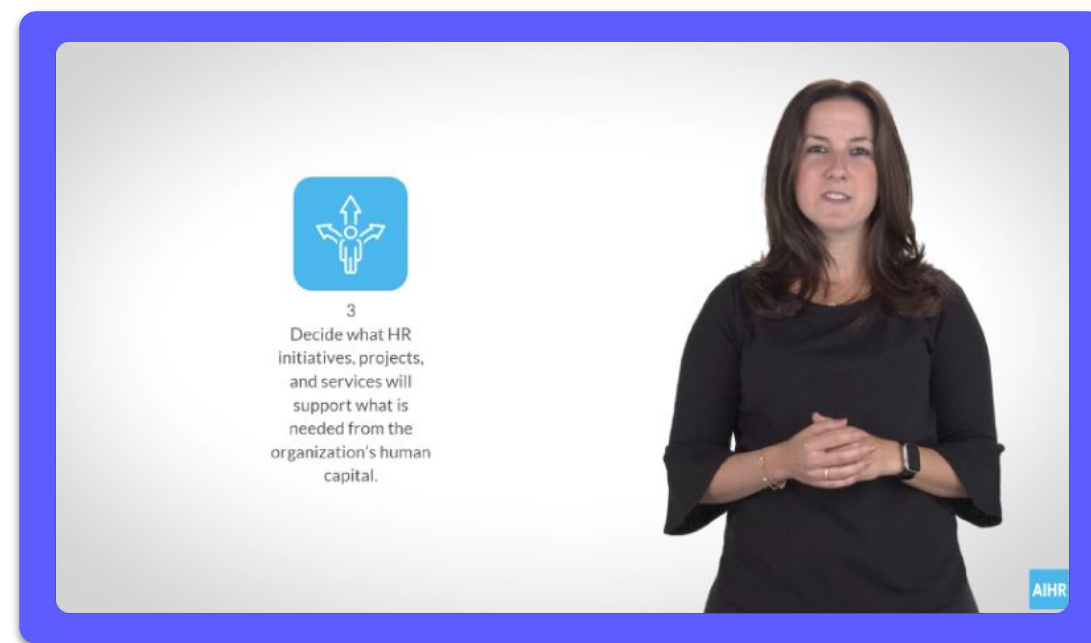### Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.

AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

Get a sneak peek
of lessons and course materials

Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.
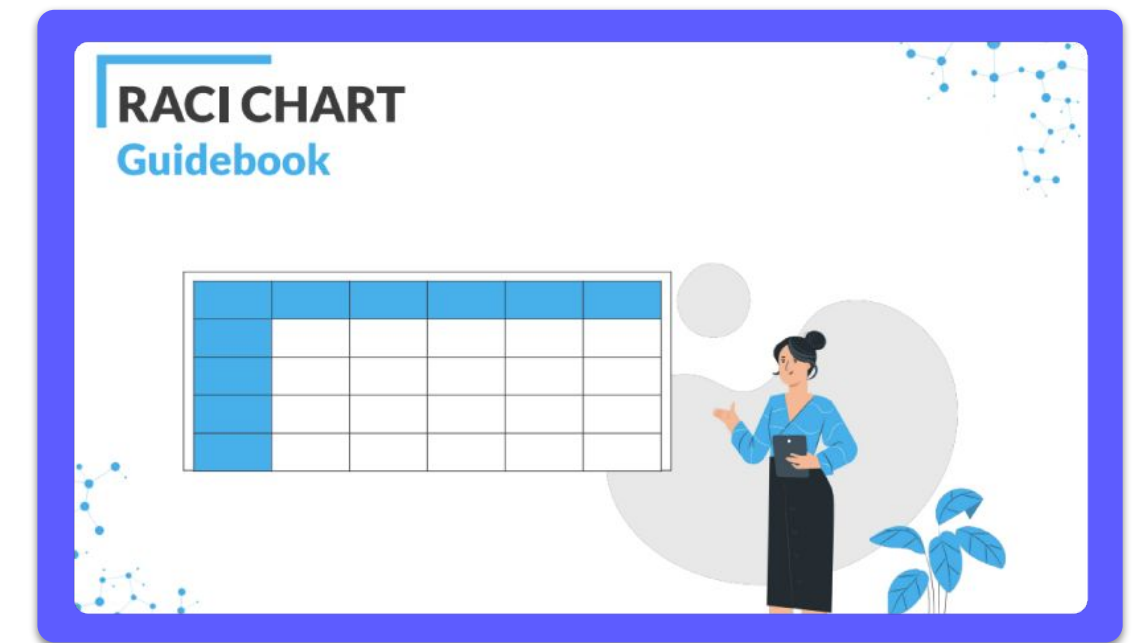
Watch preview lessons

Practical guides

Fulfill your responsibilities as an HR Leader with ease with practical downloadable guides.

Download your guide

Downloadable templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

Tour the library

Grow your skill set
Enroll today

☑ Go to **www.AIHR.com**

☑ Select your program and click the Enroll button

☑ Fill out your (company) billing address and payment details

☑ Create your student account

☑ Happy learning!

Certificate of Completion

John Doe

Meets the requirements to have the designation

Certified HR Manager

E. van Vulpen
Erik van Vulpen
Dean of the Academy to Innovate HR

Date issued: December 24, 2024
ID: AIHR-h1anrffto8

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★★★★⯪

Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

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UBS McDonald's Bank of America Merrill Lynch BCG BOSCH UNDER ARMOUR

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