

TRAINING SYLLABUS

# HRBP Advanced Certification Course



# Overview

The HRBP Advanced Certification develops your strategic expertise to align HR initiatives with business objectives, boosting overall organizational performance. This program covers strategic workforce planning, talent management, and employee engagement, equipping you to address today's HR challenges with innovative solutions. It is tailored for HR leaders seeking to shape and drive HR strategy within their organizations.

|                                                                                      |                                     |                             |
|--------------------------------------------------------------------------------------|-------------------------------------|-----------------------------|
|   | <b>Format</b>                       | Online                      |
|   | <b>Language</b>                     | English & French & Arabic   |
|   | <b>Duration</b>                     | 90 days                     |
|   | <b>Accredited By</b>                | Best Places to Work Academy |
|   | Digital certificate upon completion |                             |
|  | Reading materials                   |                             |



# Learn skills and take your career to the next level

## Learning Objectives:

- ✓ **Align HR initiatives with business objectives to drive organizational performance**
- ✓ **Apply strategic workforce planning techniques to anticipate and meet talent needs.**
- ✓ **Design and implement talent management strategies that support growth and retention.**
- ✓ **Strengthen employee engagement approaches to foster a motivated and high-performing workforce.**
- ✓ **Develop innovative, strategic solutions to address complex HR challenges and shape organizational success.**

## Who Should Attend

- **HR professionals looking to advance their strategic impact within the organization**
  - **HR Business Partners aiming to deepen their expertise in workforce planning, talent management, and employee engagement**
  - **HR managers and specialists seeking to enhance their skills in performance management, compensation, and HR operations**
  - **Emerging HR leaders preparing to take on strategic roles in their organizations**
  - **Professionals aspiring to earn a recognized certification that demonstrates their commitment to HR excellence**
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# Course Structure

● **Module 1:** Foundations of HR Business Partnering

● **Module 2:** Job Analysis & Evaluation Techniques

● **Module 3:** Competency Mapping & Frameworks

● **Module 4:** Talent Acquisition Strategies

● **Module 5:** Behavioral Event Interviewing Methods

● **Module 6:** HR Operations Management

● **Module 7:** Developing and Implementing HR Policies

● **Module 8:** Employee Engagement & Retention

● **Module 9:** Learning & Development Practices

● **Module 10:** Performance Management & Appraisal

● **Module 11:** Compensation & Benefits Planning

● **Module 12:** Balanced Scorecard for HR

● **Module 13:** Stakeholder Engagement & Management

● **Module 14:** Strategic HR Planning

● **Module 15:** HR Budgeting & Auditing

● **Module 16:** Recruitment & Hiring Tools

● **Module 17:** HR Dashboards & HRMS

● **Module 18:** Excel Skills for HR Professionals

● **Module 19:** Presentation Skills for HR

● **Module 20:** Communication Skills for HR



# Grow your skill set

- ✓ Go to [www.bestplacetoworkfor.org/trainings](http://www.bestplacetoworkfor.org/trainings)
- ✓ Select your training and click the Enroll button
- ✓ Fill out your (company) billing address and payment details
- ✓ Happy learning!



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Unlock your potential with the Best Places to Work Academy, the official training and certification arm of the **Best Places to Work (BPTW) program**. Our academy is designed for professionals who want to enhance their expertise in workplace culture, HR practices, and employee engagement.

Through our comprehensive programs, participants gain practical knowledge and actionable skills that can be applied immediately in their organizations. Whether you're an HR professional, team leader, or aspiring manager, our training empowers you to drive positive change and contribute to building award-winning workplace environments.