

# **BUILD COMPETENCIES. ESTABLISH CREDIBILITY. ADVANCE YOUR TEAM'S PERFORMANCE.**

**2018 SHRM** Organizational Training & Development



Thousands of teams have trusted SHRM with their development, allowing these practitioners to hone the key technical and behavioral competencies critical to success in their HR roles, as defined by the SHRM Body of Competency and Knowledge™ (SHRM BoCK™). Those competencies include:

- Leadership & Navigation
- Ethical Practice
- Business Acumen
- Relationship Management
- Consultation
- Critical Evaluation
- Global & Cultural Effectiveness
- Communication
- HR Expertise  
*Focusing on People, Organization and Workplace*

Each SHRM education program focuses on the development of specific HR competencies, enabling you to build your team and guide them on a clear pathway. Select the program that will help close your team’s knowledge gaps and strengthen key behavioral competencies, equipping them to address your organization’s unique challenges.

## PROGRAM OFFERINGS

### SHRM-CP/SHRM-SCP Certification Preparation

An entire organization benefits when individual HR practitioners earn SHRM-CP or SHRM-SCP credentials. Provide your team with a comprehensive overview of the SHRM BoCK, sharpen their skills and prepare them to sit for the SHRM-CP/SHRM-SCP exam.

[shrmcertification.org/team](http://shrmcertification.org/team)

### More than 35 popular training programs, including:

- Building HR Metrics to Guide Decisions
- Change Management: Leading Successful Transformations
- Discrimination & Harassment: Practices for Mitigating Risk
- Employee Engagement: Influencing Workplace Culture
- Employment Law: Complying with Workplace Policies and the EEOC
- Leading Internal Investigations
- HR Business Partners I: Enhancing Your Strategic Contributions
- HR Business Partners II: Consulting Skills Implementation
- **NEW!** Mastering Your HR Generalist Role
- SHRM Essentials of Human Resources
- Talent Acquisition: Creating Your Organization’s Strategy

“OUR HR DEPARTMENT WENT THROUGH A REORGANIZATION THAT INCLUDED **TRANSITIONING FROM HR GENERALISTS TO HR BUSINESS PARTNERS.** SHRM CAME ONSITE TO TRAIN THE TEAM AND DID AN EXCELLENT JOB PROVIDING US WITH A SOLID FOUNDATION FOR OPERATING IN THE HR BUSINESS PARTNER MODEL.”

**MATT STANTON**  
DIRECTOR-HUMAN RESOURCES  
SCANA SERVICES, INC.



# WHY BRING SHRM ONSITE TO YOUR ORGANIZATION?

Your team's credibility among key stakeholders in your organization is critical for success. To build that credibility, they need to develop technical HR expertise and leverage it through behavioral competencies. Only then can your team position itself to consistently **meet objectives**, to **exceed performance expectations** and, ultimately, to **act as a business partner with strategic influence**.

The Society for Human Resource Management (SHRM) offers competency-based HR education opportunities delivered directly onsite to support your team's development.



## TRUSTED, UP-TO-DATE CONTENT

SHRM is the leading association of—and leading resource for—HR professionals around the world.

Each program is developed to incorporate industry and legislative changes as they happen, provide key knowledge needed to perform effectively, and guide participants in adopting innovative strategies and practical solutions.



## COHESIVE, TAILORED TEAM DEVELOPMENT

Your team has unique business needs, and SHRM education programs can be tailored—in partnership with SHRM's educational specialists and instructors—to address those needs, providing your team a comprehensive, cohesive training experience with tangible, ready-to-implement takeaways.



## EXPERT INSTRUCTORS

SHRM instructors average more than 10 years of experience in educating thousands of HR professionals and have an average of 15 years of practical HR experience.

These SHRM-SCP certified instructors combine leading adult learning techniques, subject matter expertise and real-world experiences to create a dynamic classroom environment.



## DELIVERY OPTIONS FOR ALL TEAMS

SHRM education programs can be delivered directly to your team onsite and in person, virtually, or in a blended learning format to meet your team's budget and time requirements, development needs, and desired learning style.

*For individuals or smaller departments and budgets, join an in-person or virtual SHRM Seminars at [shrm.org/seminars2018](http://shrm.org/seminars2018).*



## PROFESSIONAL DEVELOPMENT CREDITS

Do members of your team hold SHRM-CP/SHRM-SCP credentials?

All SHRM Organizational Training & Development Programs are eligible for professional development credits (PDCs).

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“WE HAD THE PLEASURE OF PARTNERING WITH SHRM TO TAILOR ONE OF THEIR EXISTING TRAININGS TO MEET OUR ONBOARDING NEEDS, [WHICH] RESULTED IN AN EFFECTIVE WAY TO CONSISTENTLY RAMP UP NEW HR PROFESSIONALS IN A SUBSET OF EMPLOYMENT LEGAL KNOWLEDGE. THE PARTICIPANTS GREATLY BENEFITED FROM KNOWLEDGE AND INFORMATION PASSED ALONG BY A HIGHLY EXPERIENCED SHRM FACILITATOR.”

**RACHEL BARAK**  
EXECUTIVE COACHING  
PROGRAM MANAGER  
PEOPLE DEVELOPMENT, GOOGLE

## BRING SHRM ORGANIZATIONAL TRAINING & DEVELOPMENT TO YOUR TEAM:

1. Identify the education program that meets your team’s unique development needs. Select from 30+ options at [shrm.org/orgtraining/2018](http://shrm.org/orgtraining/2018).

*Need help in determining your team’s development path?  
Contact us for help!*

2. Determine which training format meets your team’s learning needs: onsite, virtual or blended.
3. Contact SHRM education specialists to set up your training.

[orgtraining@shrm.org](mailto:orgtraining@shrm.org)

+1.703.535.6496

### RECERTIFICATION

SHRM Organizational Training & Development programs are eligible for SHRM-CP/SHRM-SCP professional development credits (PDCs).



[shrm.org/orgtraining/2018](http://shrm.org/orgtraining/2018)



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**Learn more at [shrm.org/orgtraining/2018](http://shrm.org/orgtraining/2018)**

**What is SHRM?**

The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit us at [shrm.org](http://shrm.org).



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