

SHRM Professional Development

Fostering Growth,
Building Competencies

shrm.org/develop



SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

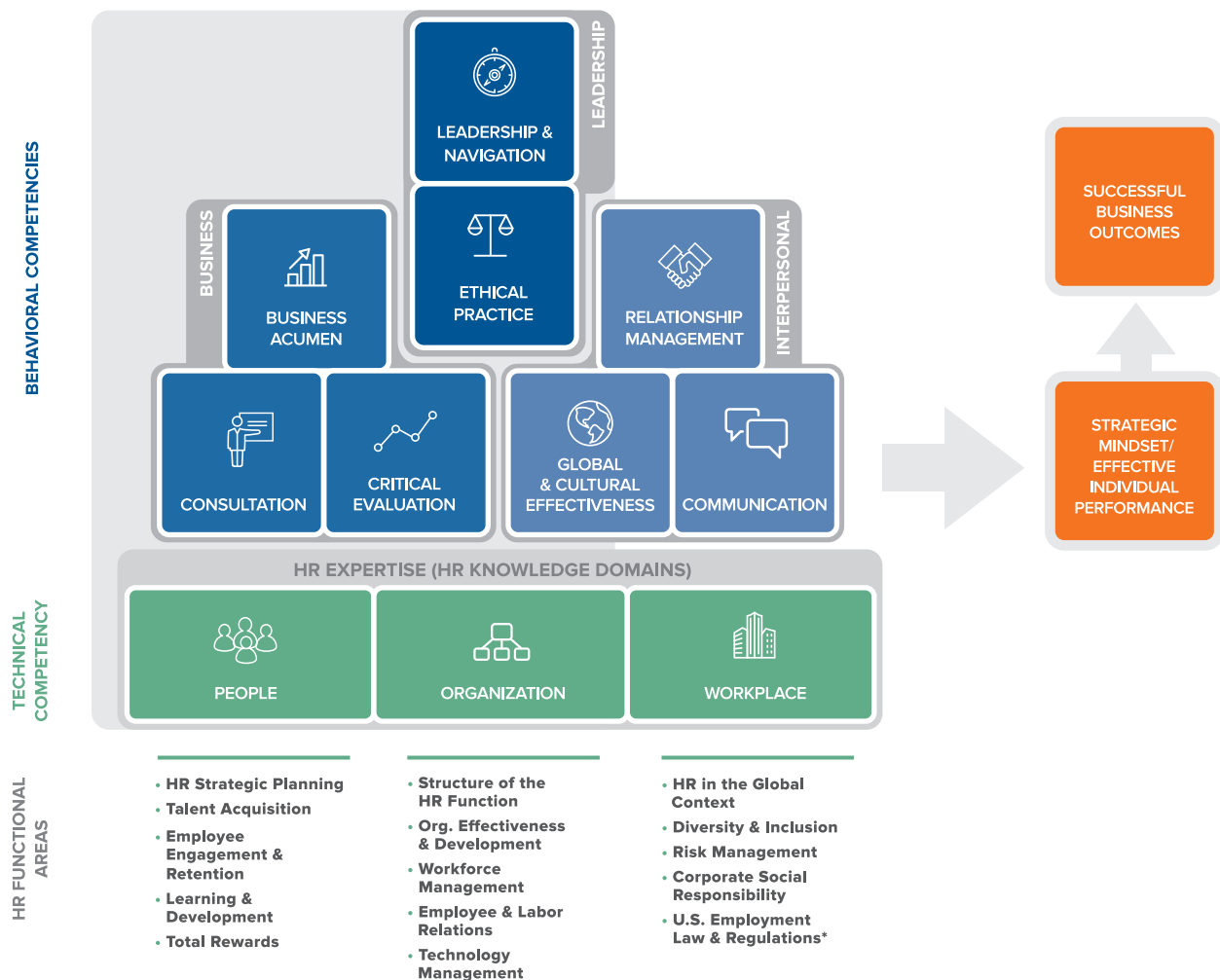
From your first day as an HR professional through the end of your career, the Society for Human Resource Management (SHRM) is there to support you on your professional development journey. SHRM has supported the development of hundreds of thousands of individuals worldwide, fostering professional growth in the technical and behavioral competencies required to excel in HR.

In recent years, the global landscape of business has evolved. It has become crucial that HR professionals develop key competencies to effectively apply HR knowledge and support organizational goals. SHRM has defined those key competencies in the SHRM Body of Competency and Knowledge™ (SHRM BoCK™), which provides HR professionals a comprehensive road map for advancing their careers.

Each SHRM professional development offering supports specific HR knowledge domains and competencies, so you can more easily select learning opportunities that meet your development needs.

Find more information on each development program, including key competencies, at shrm.org/develop.

SHRM Body of Competency & Knowledge™



*Applicable only to examinees testing within the U.S.



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We all learn in different ways. SHRM offers learning opportunities in a variety of formats and modes—allowing you to **optimize your professional development** and earn **competency-aligned recertification credits**. From traditional classroom instruction to self-paced programs, and from industry-leading conferences to live webcasts with subject matter experts, SHRM accommodates your preferences and needs in developing your HR competencies.

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Recertification

Advance Your Education activities include your choice of instructor-led and self-paced learning, tied to SHRM BoCK competencies and knowledge domains. (No maximum for instructor-led learning/30 PDC maximum for self-paced learning)

Advance Your Organization involves the detailed description and recording of hours spent working on supervisor-endorsed work projects that meet or support organizational goals and demonstrate or advance your HR capabilities in one or more of the HR competencies. (20 PDC maximum)

Advance Your Profession activities are thought leadership and volunteer activities that contribute to the development of the HR profession and the community, such as making presentations, teaching, conducting research and writing. (30 PDC maximum)

SHRM Certified Professionals (SHRM-CPs) and SHRM Senior Certified Professionals (SHRM-SCPs) recognize the relevance and importance of SHRM certification. Recertification demonstrates your commitment to the continuous development of your professional competencies.

To maintain the SHRM-CP or SHRM-SCP credential, SHRM-certified professionals are required to earn 60 professional development credits (PDCs) every three years. It is simple to complete this process, with numerous ways to earn PDCs in three categories of activities: **Advance Your Education**, **Advance Your Organization** and **Advance Your Profession**.

When you participate in any SHRM webcast, eLearning program, seminar, onsite training program or conference, your PDCs are automatically* uploaded to your Certification Portal—allowing you to focus more on learning and less on paperwork.



Learn more about requirements at shrmcertification.org/recertify/education.

*Note: Please e-mail recertification@shrm.org if you do not see your activities uploaded to your Certification Portal.

SHRM affiliate activities will not be automatically uploaded. It is important to retain all records of activities for up to six months after the end of your 3-year recertification period in case you are randomly selected for an audit.



SHRM Essentials® of Human Resources

Foundational HR Knowledge at Your Fingertips

Use SHRM Essentials to develop deeper HR knowledge, whether you're new to HR or an expert HR professional looking to refresh your foundational HR knowledge (while earning PDCs!).

Available Learning Options

Recertification: Up to 15 PDCs



Self-Study Program

Fit studying into your schedule and learn when it's convenient for you.

SHRM MEMBER: \$385

NONMEMBER: \$460



SHRM Seminars

Offered in-person across the U.S. and virtually.

IN-PERSON: SHRM MEMBER: \$1,360

NONMEMBER: \$1,635

VIRTUAL: SHRM MEMBER: \$1,195

NONMEMBER: \$1,470



SHRM Education Partner Programs

A structured class schedule is offered at more than 200 colleges and universities worldwide.

PRICING MAY VARY PER INSTITUTION.



Organizational Training & Development Programs

Training can be tailored to your organization, led by a SHRM-approved instructor or by your own instructor.

PRICING AVAILABLE FOR GROUPS OF 15+ UPON REQUEST.

The newly updated SHRM Essentials of Human Resources course is an **introductory HR program** that incorporates components of the SHRM BoCK and provides insights into the standards for knowledge, strategies and competencies required of effective HR professionals around the world. Early-career or new-to-HR professionals should use the SHRM Essentials program to **evaluate current knowledge, learn about key HR topics**—including talent acquisition, compensation and rewards, learning and development, performance management, and employment law—and **demonstrate HR understanding.**



Included in the program is a printed reference book and Web-based study tools and resources.



Self-Paced Learning

SHRM's self-paced learning provides the latest information, **training and recertification credits without breaking the bank or leaving the office.** With options that vary in length of time and career level, you can personalize your learning experience, crafting a learning path that directly addresses your development needs and areas of interest.

“Listen when you want, where you want, to multiple years of conference sessions on topics tied to the SHRM BoCK. For the price, you can’t beat it!”

—ANGELA GALLOGLY, SHRM-SCP

*Offer only applies to the SHRM eLearning Library. Offer does not apply to other SHRM eLearning courses, or other SHRM products and events. Offer applies to online and phone orders only. Offer is not valid on previous orders and cannot be combined with other promotions. Expires December 31, 2018.



SHRM Webcasts

Recertification: Up to 30 PDCs

SHRM offers a series of hour-long free webcasts presented by subject matter experts, featuring issues, practices and strategies affecting HR professionals. SHRM webcasts provide updates on new laws, regulatory activities and legal decisions, as well as insight into HR trends and innovations, and are followed by a Q&A session. Available live or on demand.

SHRM MEMBER: FREE



SHRM eLearning Library *(One-year subscription)*

Recertification: Up to 30 PDCs

Subscribe for one full year of unlimited access to over 500 dynamic, continually added courses, featuring sessions from cutting-edge SHRM conferences including:

- Annual Conference & Exposition
- Talent Conference & Exposition
- Employment Law & Legislative Conference
- Diversity & Inclusion Conference & Exposition

Get \$15 off your subscription when you use promo code ELIBPD18.*

SHRM MEMBER: \$229

NONMEMBER: \$249



SHRM eLearning Partner Courses *(Available for individual and corporate purchase)*

Recertification: Up to 5 PDCs for each approved course, for a maximum of 30 self-paced PDCs

Need a deeper dive into one topic? SHRM also partners with subject matter experts to provide in-depth courses on key HR and non-HR topics, including Benefits, Communication, Ethics & Compliance, Global & Cultural Effectiveness, Leadership, Relationship Management, and U.S. Employment Law.

SHRM MEMBER: \$40-\$299

NONMEMBER: \$40-\$449



Instructor-Led Learning



SHRM Seminars *(Offered in-person across the U.S. and virtually)*

Recertification: 7.5-30 PDCs

SHRM Seminars help you develop the critical knowledge and competencies you need to address challenges and excel in your HR role. You'll not only learn from classroom materials, but also from your instructor's and peers' real-world experiences, allowing you to take away innovative strategies and master practical solutions you can implement immediately when you return to work.

Topics include SHRM certification preparation, business acumen, California HR, communication, HR analytics, HR generalist, strategic HR, talent management, compensation and 25+ more!

Get \$200 off your seminar when you use promo code SEMPD18.*

SHRM MEMBER: \$835-\$3,460

NONMEMBER: \$1,110-\$3,735



SHRM Onsite Training & Development

(Delivered onsite, virtually or in a blended learning format globally)

Recertification: 7.5-36 PDCs

When you bring SHRM's intensive, competency-based HR education programs to your team onsite, they can be tailored to your organization's unique business needs. With help from an expert, SHRM-certified instructor, your team will develop critical knowledge and competencies and be able to apply them in the context of your organization's specific challenges.

PRICING AVAILABLE FOR GROUPS OF 15+ UPON REQUEST.

*Offer only applies to SHRM Seminars, and does not apply to Seminars outside the U.S., SHRM Conferences or Seminars held at SHRM Conferences. Offer does not apply to other SHRM products. Offer applies to online and phone orders only. Offer is not valid on previous orders and cannot be combined with other promotions. Expires December 31, 2018.

In-Person and Virtual Options

Enroll in one of SHRM's instructor-led program offerings (offered in-person and virtually) and participate in up-to-date, interactive, competency-based HR education. You'll learn from expert instructors while you **build your network and work alongside your peers to develop new skills and improve your HR competencies.**

“We are students to our profession—every day we learn something new. SHRM Seminars help us to better address the everyday and be better prepared for the unknown.”

—DONNA GIARRATANA



SHRM Conferences

SHRM Conferences

Recertification: 12+ PDCs

Attend a SHRM conference for proven, comprehensive learning that will **boost your professional and personal potential.** Whether you are new to the HR profession, hoping to supplement your workplace experience with strategic and tactical education, or seeking to increase your competencies for career growth, the SHRM suite of conference offerings can help.



SHRM 2018 Annual Conference & Exposition

June 17-20, 2018

Chicago, Illinois

Join thousands of your HR peers for the largest—and best—HR conference in the world. Over 200 sessions provide a complete education at any stage in your career. You'll be able to choose from a broad range of topics based on the SHRM Competency Model so you can customize the learning you need. Concentrate on solutions designed to help your organization become more compliant, delve into the cutting-edge trends that will impact your workplace in the next few years, and build a strategic talent management plan to increase engagement and retention. Plus, this conference is home to the largest HR marketplace in the world—the SHRM Exposition—so you can compare vendors and solution providers in one convenient location.



SHRM Employment Law & Legislative Conference

March 12-14, 2018

Washington, D.C.

This conference provides you with legislative updates, the latest in compliance and regulatory issues, and a unique opportunity to visit with your congressional offices. You'll get comprehensive, actionable programming packed with the information you need to protect your organization and manage its risk.




SHRM Talent Conference & Exposition

April 16-18, 2018

Las Vegas, Nevada

Designed specifically for recruitment and talent management professionals, this conference gives you the tools, resources, innovations and solutions you need to evolve your human capital strategies. You'll discover ideas that will advance you personally and professionally, while boosting your talent management strategies.



 **SHRM Leadership Development Forum**


October 1-3, 2018

Boston, Massachusetts

This conference provides you with the tools needed to expand your influence and help you learn how to become a more effective leader. You must display strong leadership skills with a strategic mindset, regardless of your experience level or job function. As a business leader, you set the direction and vision for the HR function, influence stakeholders, and motivate and guide others to achieve organizational objectives.

“The sessions were interactive, facilitated by experts in the field and gave me takeaways that I can apply in my organization. I call that a win!”

—SHRM LEADERSHIP DEVELOPMENT FORUM ATTENDEE

 **SHRM Diversity & Inclusion Conference & Exposition**

October 22-24, 2018

Atlanta, Georgia

The demographics of the workplace are changing, and in a global economy, organizations must be innovative and creative. Join HR generalists, diversity practitioners, senior managers and recruiters to gain the tools and resources necessary to build a diverse workforce and remain competitive on the global stage.

Affiliate Conferences



HR People + Strategy Annual Conference

April 22-25, 2018

Scottsdale, Arizona

Join a dynamic group of influential business and thought leaders in a forward-thinking discussion around the critical role HR executives play in designing the organization of the future.



Council for Global Immigration Symposium

June 10-13, 2018

Arlington, Virginia

Come hear directly from top U.S. and global immigration experts and U.S. government officials about key issues and trends you need to know as an immigration or HR professional.



SHRM-CP and SHRM-SCP Certification

Next-Generation Credentials for HR Professionals



Earning your SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP) credential is a major milestone in your professional development. **Stand out as an HR professional** who not only possesses HR knowledge but also understands how best to apply that knowledge on the job.

For eligibility requirements and to apply, visit shrmcertification.org.

“These credentials tell other people that I am serious about my profession.”

—AMANDA KURTH, SHRM-CP

Prepare for Your Certification Exam

The 2018 SHRM Learning System® provides the most comprehensive and effective SHRM-CP/SHRM-SCP exam preparation. Engage with course content through learning modules aligned with the SHRM BoCK and online study tools.

Available Learning Options

Recertification: SHRM-CP/SHRM-SCP credential-holders may earn up to 36 PDCs when participating in a training program for professional development.



Self-Study Program

Provides you with ultimate flexibility for learning.

SHRM MEMBER: \$695

NONMEMBER: \$920



SHRM Seminars

Intensive in-person or virtual review sessions to help you enhance your study efforts and maximize your results.

IN-PERSON: SHRM MEMBER: \$1,495

NONMEMBER: \$1,755

VIRTUAL: SHRM MEMBER: \$1,315

NONMEMBER: \$1,590



SHRM Education Partner Programs

275+ Education Partners worldwide offer courses in a traditional classroom setting, an online format or a hybrid of the two.

PRICING MAY VARY PER INSTITUTION.



Organizational Training & Development Programs

Customize a program to meet the specific needs of your organization.

PRICING AVAILABLE UPON REQUEST.



Join SHRM

When you join SHRM, you immediately have access to:



HR Knowledge Advisors' help with your specific HR questions.



Discounts on certification exam and preparation offerings, seminars, conferences, and eLearning courses.



Sample policies, interview questions, job descriptions and how-to guides.



HR Daily and *HR Week* e-newsletters—bringing you the latest HR and workforce-related news and analysis, plus compliance reminders and tips.



48 HR webcasts a year, eligible for PDCs.



Members-only career resources.

And so much more!

Become a SHRM member today and join a network of more than 285,000 HR professionals who are advancing the practice of human resource management.

Not a member yet? Get \$15 off your new SHRM membership when you use promo code MEMPD18.*

We know how hard your job is: balancing your organization's needs with ensuring employee satisfaction and engagement, finding the right talent, and managing conflict along the way. Let SHRM help you stay productive and efficient. With a SHRM membership, you **gain access to resources to boost your confidence and credibility**—and hopefully get some time back in your day, too.

“I wear a lot of hats in my HR role: listener, teacher, benefits specialist, employee relations manager; SHRM’s resources help me get my to-do list done and come up with innovations that take the process forward.”

**—DEVON DELMONICO CONLEY,
MBA, SHRM-SCP**

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What Is SHRM?

The Society for Human Resource Management (SHRM) is the world's largest HR membership organization, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources to serve the needs of HR professionals and advance 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.

