Transformation Pillar:
Strategic HR Leadership

SHRM-CP / SHRM-SCP Exam Study and Preparation

Embrace the Fourth Industrial Revolution with SHRM Certification. Elevate your HR expertise, lead strategically, and gain global recognition for your behavioral competencies and technical knowledge.

COURSE OVERVIEW

The SHRM-CP and SHRM-SCP exams are primarily experience-based and, therefore, this course lays great emphasis on how the course content applies to the workplace. This is mainly accomplished through:

• Introducing SHRM's definitions of the exam functional areas and providing relevant examples that demonstrate how the concepts apply in real life

• Featuring relevant examples of exam concepts as they are practiced in the field or as they may appear on the exam

• Providing review questions that are designed to test your knowledge, whilst placing you into the workplace, requiring that you use critical thinking skills to apply what you read and learn

Furthermore, and as you prepare for the exams, this course will follow the content focus of the exams, which is divided into behavioral competencies, technical competencies, and functional areas; that are further sorted into clusters and sub-competencies.

The course is organized into five main parts:

• Preparing for the Exams In this part, you will find a review of the exam certification process and take a closer look at the exam Body of Applied Skills and Knowledge (SHRM BASK).

• Understanding Human Resource Competencies In this part, we break down the various competencies that are reviewed in the content areas. This includes a look at the differences between the behavioral competencies & the domains of knowledge competencies (also called technical expertise), which are broken down into HR functional areas.

• The People Knowledge Domain This part takes a deep dive into the functional areas related to the workers we trust to achieve organizational goals.

• The Workplace Knowledge Domain The competencies of the workplace focuses on the internal & external environments of work & how workplace practices affect achieving organizational results. It is in this part that SHRM's behavioral competencies are introduced.

• The Organization Knowledge Domain This part's major focus is on the structures and relationships that drive organizational behavior and successful strategies.

Finally, this course will support you with a wealth of interactive online learning tools, aids and resources that will further help you prepare for the certification exams—and increase your chances of passing them the first time! These tools will include, among other things, the following:

• Sample Tests
• Flashcards
• Glossary of Key Terms and Definitions

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Explain** the SHRM certification process and how the SHRM-CP and SHRM-SCP exams are organized
- **Navigate** the SHRM Body of Applied Skills and Knowledge (SHRM BASK) and use it to plan your preparation
- **Distinguish** SHRM's behavioral competencies from HR technical knowledge, and link each to the exam's functional areas
- **Apply** the People, Organization and Workplace knowledge domains to realistic workplace situations
- **Answer** exam-style review questions that place you in the workplace and call for critical thinking
- **Build** a personal study plan using sample tests, flashcards and a glossary of key terms

COURSE METHODOLOGY

A balanced approach including PowerPoint presentation, facilitated discussion, practical case studies, group-based activities and a wealth of individual exercises will ensure the direct transfer of skills, information and relevant practical experience as well as show you how to pass this exam, first time around. Course presentation and delivery language may be English, Arabic or bilingual - in accordance with participants' general preferences, comfort and ability levels.

WHO SHOULD ATTEND

HR professionals seeking to enhance their knowledge, skills, and leadership abilities, and earn a globally recognized credential focused on behavioral competencies and technical HR expertise.

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