

Strategic HR Leadership & SHRM Exam Preparation

Duration: 5 Days

Language: en

Course Code: PH1 - 142

Objective

By the end of this course, participants will be able to:

- Understand the structure, content, and format of the SHRM-CP and SHRM-SCP exams.
- Master the SHRM Body of Competency and Knowledge (BoCK) framework.
- Apply HR principles to real-life workplace situations through case-based learning.
- Strengthen decision-making, analytical, and leadership capabilities in HR contexts.
- Develop personalised exam preparation and study strategies for SHRM certification

success.

Audience

This course is ideal for:

- HR Professionals seeking SHRM-CP or SHRM-SCP certification.
- HR Managers, Business Partners, and Talent Development Specialists.
- Senior Leaders managing human capital strategy and culture transformation.
- Professionals aiming to elevate their global HR credibility and career advancement.

Training Methodology

The course combines instructor-led workshops, interactive discussions, and practice questions modelled on the official SHRM exam. Participants will engage in competency-based exercises, case analysis, and timed mock tests to ensure familiarity with exam structure and scenario-driven questions.

Summary

This intensive and interactive preparation programme is designed to help HR professionals achieve global recognition through the **SHRM Certified Professional (SHRM-CP)** and **SHRM Senior Certified Professional (SHRM-SCP)** credentials.

Grounded in the **SHRM Body of Competency and Knowledge (BoCK)**, the course provides comprehensive coverage of behavioural and technical HR competencies, including people management, organisational strategy, workplace culture, and compliance.

Participants will build the knowledge, confidence, and analytical skills required to excel in the SHRM examinations while strengthening their ability to apply HR concepts in real-world scenarios. The programme bridges theory and practice through applied exercises, case discussions, and mock exam sessions that mirror the official SHRM testing format.

Course Content & Outline

Section 1: Understanding SHRM Certification Framework

- Overview of SHRM-CP and SHRM-SCP certifications and eligibility criteria.
- The SHRM Body of Competency and Knowledge (BoCK): structure and key components.
- Behavioural vs. Technical competencies and how they integrate.
- Exam format, scoring, and test-taking logistics.

Section 2: Behavioural Competencies (SHRM BoCK Core)

- Leadership & Navigation: leading change and influencing outcomes.
- Ethical Practice: decision-making and integrity in HR leadership.
- Business Acumen: aligning HR strategy with organisational goals.
- Consultation: providing guidance and building HR partnerships.
- Critical Evaluation: analysing data to drive evidence-based HR.
- Global & Cultural Effectiveness: managing diversity and inclusion.
- Communication: ensuring clarity, empathy, and influence.

Section 3: Technical HR Knowledge Domains

- People: Talent acquisition, performance management, learning and development.
- Organization: HR structure, workforce planning, technology, and analytics.
- Workplace: Employee relations, engagement, well-being, and safety.
- Strategy: HR’s role in business planning, change, and organisational effectiveness.
- Integrating technical knowledge with behavioural competencies.

Section 4: Exam Strategy & Case-Based Application

- Understanding situational judgement items (SJIs) in SHRM exams.
- Techniques for analysing behavioural scenarios and selecting best-fit answers.
- Reviewing past exam trends and common pitfalls.
- Practice sessions with full-length mock questions and timed drills.
- Personal study planning and resource management.

Section 5: SHRM Competency in Practice – Leadership & Strategy

- Applying SHRM competencies in global HR contexts.
- Building an HR strategy aligned with corporate objectives.

- Managing change and transformation across cultures.
- Role of the SHRM-certified professional in future workforce leadership.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by The CPD Certification Service (CPD), and are certified under ISO 9001 and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership

Tags

Human Resource, SHRM, SHRM Certified Professional

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