

STRATEGIC HR LEADERSHIP CERTIFICATION PROGRAM

Create and grow high-performing HR teams through intention, interaction, and influence.

In HR, we are often responsible for engaging and developing our employees. In many cases, we lead initiatives that provide real value to our organizations. Yet, there is a lack of dedicated development for HR leaders, despite the responsibilities we typically have or the partnerships we have with other leaders. We think you deserve more than that, and our research backs us up.

As you know, leadership is about enabling team members to work effectively together and achieve results. It's also about you displaying the right leadership behaviors that increase your credibility, influence, impact, and executive presence.

In this course, you'll discover what makes teams effective and how to apply these practices to the vital HR leadership role you currently play or want to play in the future. You'll receive practical tools that you can use right away to bring your team's or your performance to a new level.

New Content

Diversity, equity, and inclusion are critical in today's business environment, and HR leaders are expected to serve as role models in that regard. As such, we've included new research and content focused on important topics like:

- ✓ Defining diversity, equity, and inclusion and their impact on people and performance
- ✓ Mitigating unconscious bias in the design and leadership of your team
- ✓ Recognizing and valuing the many different dimensions of diversity
- ✓ Creating more equitable environments
- ✓ Increasing the feelings of belonging in your team
- ✓ Building psychological safety that leads to better performance



Strategic HR Leadership

CERTIFICATION PROGRAM

Learn more and enroll
at hci.org/SHRL





What Will You Learn?

The highest performing teams and workgroups, according to HCI research, demonstrate three key elements: Intention, Interaction, and Influence. You'll learn how to develop your skills in these areas.

THE THREE I's IN EFFECTIVE TEAMS

INTENTION

Design teams with a clear purpose and unambiguous expectations

INTERACTION

Build skills and behaviors in team members that allow for positive dynamics and productivity

INFLUENCE

Exhibit the right leadership behaviors both inside and outside the team

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Earning the Strategic HR Leadership Certification prepares you to:

- ✓ **Connect Your Team to a Larger Purpose**
Give purpose to your team's work by articulating the link to business strategy.
- ✓ **Lead Teams with Intention**
Assemble a diverse, inclusive team with a clear purpose and unambiguous expectations.
- ✓ **Optimize Team Interaction**
Build skills and behaviors that allow you to empower your team, foster a team mindset, and offer continuous development and feedback to team members.
- ✓ **Influence Outcomes**
Grow your influence within and outside of your team by building relationships, evaluating outcomes and behaviors, and exhibiting the right leadership behaviors.
- ✓ **Assess Your Team Leadership Skills**
Identify opportunities to continue your development and apply the tools and techniques you learn.



Sessions

| Module | Topics |
|----------------------------------|---|
| Introduction/Intention | <ul style="list-style-type: none"> • Defining HR leadership • HR Leadership's pivotal role • The Three I's in effective teams: Intention, Interaction, and Influence • A shared purpose • Building trust with a team • Communicating purpose • Understanding and articulating the business strategy and the team's purpose • Strategic alignment in team design • Keeping expectations clear • Drafting a team charter |
| Intention | <ul style="list-style-type: none"> • Strategic alignment in team design • Aligning roles to strategy • Mapping talent to roles • Solutions to fill roles on a team: build/buy/borrow • Leading inherited teams intentionally • The Business Case for DEI • Dimensions of diversity • Mitigating unconscious bias • Recognizing and celebrating diversity • Belonging and Inclusion • Creating psychological safety |
| Interaction | <ul style="list-style-type: none"> • Empowering the team to choose methods for accomplishing goals • Fostering a team mindset • Growing a team mindset • Empowerment to participate: Building psychological safety |
| Interaction | <ul style="list-style-type: none"> • Promoting continuous learning and feedback • Developing teams • Why train teams? • Matching training to team needs • Workplace learning today/sources of learning • Identifying learning opportunities for teams • Reinforcing learning • Providing continuous feedback • Coaching as a follow-up to feedback |
| Influence | <ul style="list-style-type: none"> • Increasing executive presence • Leveraging relationships within and outside the team • Forming stronger connections with team members • Formal and informal networks • Barriers to relationship-building • Questions to expand networks |
| Influence/Action Planning | <ul style="list-style-type: none"> • Evaluating outcomes and behaviors • How organizations measure success • Individual, team, and organizational measures • Reward and recognition • Modeling the right behaviors • Team leader responsibilities • Assessing yourself • Action planning |



HCI's Approach to Learning

What We Do

- ✓ **We believe** that HR is critically positioned to accelerate the success of an organization through the purposeful, strategic management of talent to drive growth.
- ✓ **We know** the way we do this is by becoming high-impact, strategic business partners.
- ✓ **We help** individuals and organizations make this transition through the development of strategic mindsets and skillsets.
- ✓ **We support** the transfer of new knowledge and skills with tools and templates that can be used back on the job.
- ✓ **We understand** how to do this because we are experts in training and development as well as HR.

Why We Are Different

- ✓ **We do your homework for you**
Our courses are based on our own proprietary research as well as HR thought leadership. We turn them into training that allows you to put ideas into practice.
- ✓ **We know that learning is doing**
Our courses are full of activities and interactions with your colleagues and our faculty.
- ✓ **We recognize that learning is a journey**
That's why we support you before, during, and after each course.
- ✓ **We meet you where you are**
Our courses are designed so that you can acquire both breadth and depth in strategic HR.
- ✓ **We can take you anywhere you want to go**
Want to become better at your current job? Prepare for your next one? Become a leader in HR? We can help.



Approved for **13.5 Business recertification credit hours** toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.



Pre-approved for **13.5 Professional Development Credits (PDCs)** toward SHRM-CP or SHRM-SCP Certifications.



Pre-approved for **12 continuing education credits** towards recertification by CPTD and APTD credential holders.



Approved for **13.5 HCI recertification credits** toward HCI Certifications.

ENROLL NOW


Course Fee: \$1,995

[Click here to view the schedule and enroll](#)

Contact us at [866-538-1909](tel:866-538-1909) or support@hci.org


Advance Your HR Career with HCI

Advancing your career is about solving today’s toughest challenges and preparing for what comes next. HCI can help you do both with a wide range of learning opportunities designed for busy HR professionals.



Premium Membership

An entire year of learning opportunities, valuable tools, and help with your toughest challenges ... in one convenient package.



NEW Virtual Workshops


Learn and apply critical new skills in interactive half-day sessions without ever leaving your desk.



Industry-Recognized Certifications


Build strategic skills and earn industry-recognized certifications that will support your ongoing career growth.

- Coaching for Engagement & Performance
- Change Management for HR
- People Analytics for HR
- Strategic HR Business Partner
- Strategic HR Leadership
- Succession Planning & Talent Development
- Strategic Talent Acquisition
- Strategic Workforce Planning
- Strategic Diversity, Equity & Inclusion




Human Capital Academy

Earn industry-recognized certifications, work with an HR mentor, and prepare for a future HR leadership role.




Corporate Solutions

Demonstrate what it means to be a high-performing HR team. Enable your team to build new skills and learn together.



Live & On-Demand Webcasts

Gain fresh idea and insights you can use with weekly webcasts on a wide variety of timely and relevant human capital topics.



Research & Resources

Examine the trends shaping the human capital space and support your talent management decisions and recommendations.



Virtual Conferences

Get plugged into the latest best practices and innovative ideas in HR and network with your HR colleagues around the world.

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| <ul style="list-style-type: none"> ■ Workforce Planning: Forecast Future Skills & Gaps February 22 ■ Hybrid & Remote Workforce: The Future of Productivity March 22 ■ Create a Culture of Diversity, Equity, & Inclusion April 19 ■ Recruitment Marketing, EVPs, & New TA Tech Tools May 24 | <ul style="list-style-type: none"> ■ Support Workplace Well-being & Employee Engagement June 21 ■ Identify & Develop Agile, New Leaders July 19 ■ Use Tech & Data to Enhance the Employee Experience August 23 ■ Diversity Recruitment: Strategies for Hiring with Equity September 20 | <ul style="list-style-type: none"> ■ Rewards & Recognition for Retention & Performance October 25 ■ Find New Candidate Pools with Recruitment Analytics November 15 |
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Not able to join us live?
Each of these half-day virtual conferences will be available on demand for just \$195.