

# SHRM – CP

Duration: 10 days

## BEHAVIORAL COMPETENCIES | LEADERSHIP CLUSTER

### **Module 1: Leadership Cluster**

- Leadership & Navigation
- Navigating the Organization
- Vision
- Managing HR Initiatives
- Influence
- Ethical Practice
- Personal Integrity
- Professional Integrity
- Ethical Agent
- Diversity, Equity & Inclusion
- Creating a Diverse and Inclusive Culture
- Ensuring Equity Effectiveness
- Connecting DE&I to Organizational Performance

### **Module 2: Interpersonal Cluster**

- Relationship Management
- Networking
- Relationship Building
- Teamwork
- Negotiation
- Conflict Management
- Communication
- Delivering Messages
- Exchanging Organizational Information
- Listening
- Global Mindset
- Operating in a Culturally Diverse Workplace
- Operating in a Global Environment
- Advocating for a Culturally Diverse and Inclusive Workplace

### **Module 3: Business Cluster**

- Business Acumen
- Business and Competitive Awareness
- Business Analysis
- Strategic Alignment

- Consultation
- Evaluating Business Challenges
- Designing HR Solutions
- Advising on HR Solutions
- Change Management
- Service Excellence
- Analytical Aptitude
- Data Advocate
- Data Gathering
- Data Analysis
- Evidence-Based Decision-Making

#### **Module 4: People Knowledge Domain**

- HR Strategy
- Talent Acquisition
- Employee Engagement & Retention
- Learning & Development
- Total Rewards

#### **Module 5: Organization Knowledge Domain**

- Structure of the HR Function
- Organizational Effectiveness & Development
- Workforce Management
- Employee & Labor Relations
- Technology Management

#### **Module 6: Workplace Knowledge Domain**

- Managing a Global Workforce
- Risk Management
- Corporate Social Responsibility
- U.S. Employment Law & Regulations