



Consulting and Training | Reach New Heights

Course Name

Senior Professional in Human Resources International (SPHRi)

Sector Name

Internationally Certified Training Programs

Document Type

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Senior Professional in Human Resources International (SPHRi)

Course Introduction

Why HRCI Certification? The HR Certification Institute offers a comprehensive portfolio of advanced professional credentials for HR professionals worldwide. Through the combination of formal education and experience, adherence to high ethical Standards, demonstrated knowledge and achievement through exams, and a renewed commitment to continuing professional development, certified HR professionals enhance their credibility and the organizations they serve. 120,000+HR professionals worldwide proudly maintain the HR Certification Institute's credentials as a mark of high professional distinction.

Eligibility Requirement

- ✓ A minimum of 4 years of professional-level experience in an HR position with a Master's degree or global equivalent
- ✓ A minimum of 5 years of professional-level experience in an HR position with a Bachelor's degree or global equivalent
- ✓ A minimum of 7 years of professional-level experience in an HR position with a high school diploma or global equivalent

Senior Professional in Human Resources International (SPHRi)

Target Audience

- ✓ Is involved in HR Strategic and Management HR roles
- ✓ Has 4 to 7 years of experience in the HR
- ✓ Extensive knowledge of different HR functions
- ✓ Can judge complicated situations using HR knowledge acquired over many years.
- ✓ Understands the business beyond Human Resources and has influence within the overall organization.

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Learning Objectives

- ✓ Help you earn credibility and respect in your field.
- ✓ Open more opportunities for advancement.
- ✓ Increase your salary. Certified professionals earn up to 18% more than their non-certified peers.
- ✓ Prove your willingness to invest in your own development.
- ✓ Demonstrate your commitment to your profession.
- ✓ Improve your skills and knowledge
- ✓ Represent your personal achievement.
- ✓ Build confidence in your knowledge of the profession.

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Course Outline

✓ **01 Day One**

Business Leadership

- ✓ Leading the HR functions, providing strategic HR consultation to senior management.
- ✓ Developing partnerships with all areas in the organisation.
- ✓ Contribute to the overall strategy of the organisation through activities such as evaluating organizations considered for mergers and acquisitions.
- ✓ Conducting human capital analysis and understanding global HR issues.

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Course Outline

✓ 02 Day Two

Talent Development & Management

- ✓ Identifying and developing relevant individual and organisational competences.
- ✓ Developing and using a talent management strategy to sustain long-term.
- ✓ Effective alignment with organisational strategies to achieve human capital objectives.

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Course Outline

✓ 03 Day Three

Talent Development & Management

- ✓ Establishing a learning environment in current HR policies.
- ✓ Using a set of systematic and planned activities to develop the necessary skills and meet current & future needs.
- ✓ Employee retention.

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Course Outline

✓ 04 Day Four

HR Service Delivery

- ✓ Using effective HR service delivery methods to deliver accurate and consistent programs to support sustainable organisational growth.
- ✓ Defining and implementing compensation and benefits program.
- ✓ Managing employee's arrival and departure from the organisation as appropriate.

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Course Outline

✓ 05 Day Five

Measurement & Analysis

- ✓ Developing and utilising key HR and business metrics.
- ✓ Interpreting data to improve employee performance.
- ✓ Increase the value of the organisation.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 7, 2026	June 11, 2026	5 days	4250.00 \$	Bahrain , Manama
Aug. 17, 2026	Aug. 21, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Nov. 9, 2026	Nov. 13, 2026	5 days	4250.00 \$	UAE , Dubai
April 4, 2027	April 8, 2027	5 days	4250.00 \$	KSA , Riyadh

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