



Professional in Human Resources - International PHRI Exam Preparation (10 Days)

20 - 31 Jan 2026
Milan



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Ref.: 103600347_35313 **Date:** 20 - 31 Jan 2026 **Location:** Milan **Fees:** 10000 **Euro**

Course Overview:

The course is a comprehensive, hands-on training program designed for HR professionals aiming to achieve the prestigious PHRI Certification. Covering critical areas such as Strategic HR Management, Organizational Strategy in HR, HR Control and Evaluation Training, and Global Human Resource Management, this course equips participants with both the theoretical knowledge and practical skills needed to succeed globally. Through a detailed focus on HR Technology and Analytics, Leadership and Management Theories HR, Ethics in Human Resources, Compensation and Benefits Management, and International HR Practices, learners will build a strong foundation to confidently attempt and pass the PHRI exam. Whether you seek to improve your skills in Organizational Design and Development, Talent Management Certification, or Workplace Safety Training for HR, this course delivers targeted, exam-focused training.

Target Audience:

- HR Managers
- Recruitment Specialists
- Talent Acquisition Professionals
- HR Generalists
- Training and Development Officers
- HR Consultants
- Compensation and Benefits Analysts
- Employee Relations Specialists

Targeted Organizational Departments:

- Human Resources Department
- Organizational Development
- Compensation and Benefits Department
- Talent Management Office
- Training and Development Division
- Employee Relations Department
- Workplace Safety and Compliance Units

Targeted Industries:

- Multinational Corporations MNCs
- Oil and Gas
- Healthcare and Hospitals
- Banking and Financial Services
- Government and Public Sector
- Manufacturing and Heavy Industries
- Telecommunications
- Retail and E-commerce

Course Offerings:

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

- Master Strategic HR Management aligned with organizational goals.
- Conduct effective Job Analysis, Description, and Specification.
- Design and deliver impactful Training and Development Programs.
- Implement successful Talent Management and Performance Management Systems.
- Manage Compensation and Benefits Programs across international borders.
- Develop and manage Employee Relations and Involvement Strategies.
- Apply Change Management and Organizational Development Interventions.
- Analyze HR data through HR Technology and Analytics to drive decisions.

Training Methodology:

The PHRi Certification Training utilizes a highly interactive approach, combining case studies, group discussions, mock exams, and real-world application exercises. Participants engage with HR Technology and Analytics simulations, Organizational Strategy modeling, and Compensation Management Workshops. Through role-plays, project-based learning, and continuous feedback sessions, learners practice applying Talent Management Certification skills and Organizational Culture Training in dynamic scenarios. Emphasis is placed on interactive learning, ensuring participants can relate theoretical concepts to practical global HR challenges.

Course Toolbox:

- PHRi Exam Study Guide
- Practice Tests and Mock Exams
- Strategic HR Management Workbooks
- Job Analysis Templates
- Organizational Development Checklists
- Compensation and Benefits Calculation Sheets
- Case Study Resources on Global HR Management
- Access to HR Research and Analytics Tools
- Sample Policies for Employee Relations and Safety



Course Agenda:

Day 1: Strategic HR Management Foundations

- **Topic 1:** Introduction to Strategic Human Resource Management
- **Topic 2:** Organizational Strategy in HR
- **Topic 3:** HR Control and Evaluation Techniques
- **Topic 4:** HR Technology and Analytics for Decision-Making
- **Topic 5:** Understanding Organizational Environment Factors
- **Topic 6:** Organizational Design and Development Approaches
- **Reflection & Review:** Connecting Strategy, Technology, and Organizational Structure

Day 2: Building Global HR Leadership

- **Topic 1:** Shaping Organizational Culture for Global Competitiveness
- **Topic 2:** Global Human Resource Management Practices
- **Topic 3:** Leadership and Management Theories in HR
- **Topic 4:** Ethics and Corporate Social Responsibility in HR
- **Topic 5:** HR Research and Analytics for Strategic Planning
- **Topic 6:** Global Workforce Trends and Impact on HR
- **Reflection & Review:** Linking Global HR Practices and Ethical Leadership

Day 3: Workforce Planning and Employment Essentials

- **Topic 1:** Human Resource Planning Models
- **Topic 2:** Job Analysis, Description, and Specification Techniques
- **Topic 3:** Effective Recruitment Strategies and Best Practices
- **Topic 4:** Selection Methods and Interviewing Techniques
- **Topic 5:** Talent Acquisition Metrics and Applicant Tracking Systems
- **Topic 6:** Employer Branding and Value Proposition
- **Reflection & Review:** Workforce Planning from Analysis to Hiring

Day 4: Talent Development and Employee Growth

- **Topic 1:** Training and Development in the Organization
- **Topic 2:** Principles and Theories of Training and Development
- **Topic 3:** Training Delivery Methods and Facilitation Skills
- **Topic 4:** Measuring and Evaluating Training Effectiveness
- **Topic 5:** Designing Talent Management Programs
- **Topic 6:** Succession Planning and Career Pathing
- **Reflection & Review:** Empowering Talent Development and Growth



Day 5: Performance Management and Organizational Change

- **Topic 1:** Implementing Effective Performance Management Systems
- **Topic 2:** Coaching, Feedback, and Appraisal Techniques
- **Topic 3:** Change Management Theories and Models
- **Topic 4:** Organizational Development Interventions ODIs
- **Topic 5:** Managing Organizational Resistance to Change
- **Topic 6:** HR's Role in Supporting Organizational Transformation
- **Reflection & Review:** Driving Organizational Performance and Change

Day 6: Compensation and Benefits Strategies

- **Topic 1:** Total Rewards: Financial and Non-financial Elements
- **Topic 2:** Wage-Level Decision Factors and Job Evaluation Methods
- **Topic 3:** Designing Pay Structures and Administering Pay Rates
- **Topic 4:** Economic Factors Affecting Compensation Systems
- **Topic 5:** Incentive Compensation System Design
- **Topic 6:** Executive Compensation Strategies and Best Practices
- **Reflection & Review:** Building Competitive Compensation Programs

Day 7: Managing Global Rewards and Benefits

- **Topic 1:** Managing Employee Benefit Programs
- **Topic 2:** International HR Compensation and Benefits Issues
- **Topic 3:** Evaluating Compensation and Benefits Programs
- **Topic 4:** Communicating Total Rewards Effectively
- **Topic 5:** Employee Engagement Through Rewards
- **Topic 6:** Aligning Compensation Strategy with Business Goals
- **Reflection & Review:** Total Rewards Alignment with Talent Strategy

Day 8: Employee Relations and Engagement

- **Topic 1:** Developing Grievance Systems and Processes
- **Topic 2:** Administering Employee Discipline Systems
- **Topic 3:** Managing Workforce Behavior and Conflict Resolution
- **Topic 4:** Organizational Exit Strategies: Resignation and Termination
- **Topic 5:** Strategies for Employee Involvement and Participation
- **Topic 6:** Measuring Employee Attitudes and Satisfaction
- **Reflection & Review:** Building a Positive Employee Relations Culture



Day 9: Workplace Safety, Health, and Security

- **Topic 1:** Workplace Safety Standards and Regulations
- **Topic 2:** Managing Employee Health and Wellness Programs
- **Topic 3:** Developing Workplace Security Protocols
- **Topic 4:** Business Continuity and Disaster Recovery Planning
- **Topic 5:** Risk Management in Employee Relations
- **Topic 6:** Auditing and Compliance in Workplace Safety
- **Reflection & Review:** Ensuring a Safe and Compliant Work Environment

Day 10: HR Information Management and Final Review

- **Topic 1:** Introduction to HR Information Systems HRIS
- **Topic 2:** HR Data Management and Reporting Tools
- **Topic 3:** Automating HR Processes and Workflow Improvement
- **Topic 4:** Change Management in HR Information Systems
- **Topic 5:** Security, Data Privacy, and Compliance in HRIS
- **Topic 6:** Root Cause Analysis and Gap Identification in HR Systems
- **Reflection & Review:** PHRI Certification Exam Strategy and Final Review

FAQ:

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

Participants should have at least one year of professional-level HR experience in an international context or equivalent academic education. A strong foundation in HR concepts such as recruitment, employee relations, compensation, and global HR practices is highly recommended before enrolling.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is approximately 6-7 hours, including breaks. The full course spans 10 days, totaling around 60-70 instructional hours, covering all the functional areas required for the PHRI exam.

How important is understanding International HR Practices when preparing for the PHRI exam?

Extremely important. A significant portion of the PHRI exam focuses on global HR strategies, international compensation practices, and managing a global workforce. Mastery of international HR frameworks and practices ensures better exam performance.



What functional areas are weighted most heavily on the PHRi exam?

The PHRi exam content is weighted across six functional areas. Talent Acquisition, HR Administration and Shared Services, and Talent Management and Development each account for 19% of the exam weight, making them the most heavily tested areas.

What HR technical knowledge is critical for succeeding in the PHRi exam?

Candidates must demonstrate a solid understanding of areas such as job analysis, recruitment and selection methods, employee engagement strategies, compensation structures, workplace safety regulations, and HR Information Management Systems HRIS.

How This Course is Different from Other PHRi Exam Preparation Courses:

Unlike traditional programs, the Professional in Human Resources - International PHRi Exam Preparation course offers a holistic, real-world approach to certification. It uniquely blends Strategic HR Management Course insights with practical tools like HR Technology and Analytics simulations, Compensation and Benefits Management workshops, and Organizational Development Intervention projects. Participants don't just memorize facts—they apply knowledge to solve actual global HR problems. The course features continuous assessments, live feedback, and real-time practice exams designed specifically to mirror the actual PHRi testing experience. By combining deep theoretical understanding with practical execution, this course ensures candidates are fully prepared, confident, and capable of excelling on the international stage.

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**Human Resources
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WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



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