Professional in Human Resources-International (PHRI) Exam Prep Course

25 - 29 May 2026
Zanzibar

AGILE LEADERS
Training Center

Professional in Human Resources-International (PHRI) Exam Prep Course

Ref.: 36269_42301 **Date:** 25 - 29 May 2026 **Location:** Zanzibar **Fees:** 5500 **Euro**

Course Overview:

This course is designed to equip HR professionals with the knowledge and skills necessary to excel in the PHRI certification exam. This complete course covers key areas such as business management, the general business environment, and industry best practices. Participants will learn to effectively interact with cross-functional stakeholders and make informed decisions, enhancing their risk management capabilities. The curriculum includes essential topics like compliance audits, managing internal and external threats, ensuring safety, and addressing conflicts of interest. Additionally, the course delves into employee relations, change management, automation, digitalization, and gap analysis. Attendees will master business metrics, data interpretation, and strategies to reduce attrition rates while promoting diversity in hiring. By understanding time-to-hire, time-to-fill, and return on investment ROI, participants will drive continuous improvement. Emphasizing organizational culture, core values, and ethical expectations, the course also highlights diversity, equity, and inclusion DEI initiatives and employer branding. Legal aspects such as labor laws and hiring policies are thoroughly covered, alongside effective sourcing methods, employee referrals, and leveraging social media, job boards, and internal postings.

Target Audience:

- HR Managers
- Recruitment Specialists
- Talent Acquisition Managers
- HR Consultants
- Employee Relations Specialists
- HR Business Partners
- Professionals seeking PHRI certification

Targeted Organizational Departments:

- Human Resources
- Talent Acquisition
- Compliance and Risk Management
- Organizational Development
- Employee Relations
- Learning and Development

Targeted Industries:

- Corporate Enterprises
- Healthcare
- Education
- Manufacturing
- IT and Technology
- Government and Public Sector
- Non-Profit Organizations

Course Offerings:

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

- Understand and apply business management principles.
- Analyse the general business environment and industry best practices.
- Collaborate effectively with cross-functional stakeholders.
- Implement risk management strategies and conduct compliance audits.
- Manage internal and external threats, ensuring workplace safety.
- Address conflicts of interest and enhance employee relations.
- Drive change management, automation, and digitalization efforts.
- Conduct gap analysis and utilize business metrics for informed decision-making.
- Interpret data to reduce attrition rates and improve diversity in hiring.
- Optimize time-to-hire and time-to-fill metrics.
- Calculate and maximize return on investment ROI.
- Promote continuous improvement and uphold organizational culture.
- Implement diversity, equity, and inclusion DEI initiatives.
- Strengthen employer branding and adhere to labor laws and hiring policies.

Training Methodology:

The Exam Prep Course employs a blend of interactive and practical learning methods to ensure a complete understanding of the topics. Participants will engage in case studies, group discussions, and interactive sessions to explore real-world scenarios. Practical exercises and role-plays will enhance decision-making and problem-solving skills. Feedback sessions will provide insights into areas of improvement, while quizzes and mock exams will prepare participants for the PHRI certification exam. By incorporating various learning styles, the course ensures that every participant can grasp and apply the concepts effectively.

Course Toolbox:

- complete workbooks
- Industry-specific case studies
- Interactive online resources
- Reading materials on best practices
- Checklists and templates for HR processes

Course Agenda:

Day 1: Business Management

- **Topic 1:** Interpreting and Applying Information Related to the General Business Environment
- **Topic 2:** Understanding Industry Best Practices in HR
- **Topic 3:** The Role of Cross-Functional Stakeholders and Effective Decision-Making
- **Topic 4:** Identifying Risks and Recommending Best Practices
- **Topic 5:** Metrics and Data Interpretation to Support Business Initiatives
- **Topic 6:** Reinforcing Organizational Culture, Core Values, and Ethical Expectations
- **Reflection & Review:** Reflect on the day's learnings and review key points

Day 2: Learning & Development and Workforce Planning & Talent Acquisition

- **Topic 1:** Implementing and Evaluating Career Development and Training Programs
- **Topic 2:** Providing Resources and Guidance on Professional Growth
- **Topic 3:** Contributing to Succession Planning Discussions
- **Topic 4:** Administering Learning and Development Programs
- **Topic 5:** Applying Labor Laws and Ethical Requirements in Hiring
- **Topic 6:** Identifying and Implementing Sourcing Methods to Attract Talent
- **Reflection & Review:** Reflect on the day's learnings and review key points

Day 3: Total Rewards and Employee Engagement

- **Topic 1:** Managing and Communicating Total Rewards Programs
- **Topic 2:** Promoting Awareness of Non-Monetary Rewards
- **Topic 3:** Administering Benefits and Leave Programs
- **Topic 4:** Sustaining Compensation and Benefit Programs
- **Topic 5:** Measuring Functional Effectiveness at Each Stage of the Employee Lifecycle
- **Topic 6:** Implementing and Communicating Organizational Programs for Employee Engagement
- **Reflection & Review:** Reflect on the day's learnings and review key points

Day 4: Employee and Labor Relations

- **Topic 1:** Promoting Outreach, Diversity, Equity, and Inclusion DEI through CSR
- **Topic 2:** Supporting Workplace Programs on Health, Safety, Security, and Privacy
- **Topic 3:** Ensuring Compliance with Organizational Policies and Procedures
- **Topic 4:** Processing and Resolving Employee Complaints and Conflicts
- **Topic 5:** Facilitating Positive Employee and Labor Relations
- **Topic 6:** Understanding Laws Affecting Union and Nonunion Workplaces
- **Reflection & Review:** Reflect on the day's learnings and review key points

Day 5: HR Information Management

- **Topic 1:** Utilizing and Managing HR Database Content and Technologies
- **Topic 2:** Generating Reports and Data Analytics from HR Databases
- **Topic 3:** Identifying Trends and Communicating Information
- **Topic 4:** Promoting Security Best Practices in HR Information Management
- **Topic 5:** Maintaining Data Integrity and Accuracy
- **Topic 6:** Ensuring Compliance and Front End User Support
- **Reflection & Review:** Reflect on the day's learnings and review key points

How This Course is Different from Other HR Courses:

The **Professional in Human Resources-International PHRI Exam Prep Course** stands out by offering a highly interactive and practical approach to learning. Unlike traditional courses, this program integrates real-world case studies, role-plays, and practical exercises to ensure participants can apply what they learn. The course covers a wide range of topics, from business management and risk assessment to employee relations and DEI initiatives, providing a holistic view of HR practices. Additionally, participants will benefit from complete workbooks, online resources, and mock exams, making this course a thorough preparation for the PHRI certification. The inclusion of industry-specific scenarios and up-to-date best practices ensures that participants are well-equipped to handle contemporary HR challenges.

Training Course Categories

Finance and Accounting Training Courses

Agile PM and Project Management Training Courses

Certified Courses By International Bodies

Communication and Public Relations Training Courses

Data Analytics Training and Data Science Courses

Environment & Sustainability Training Courses

Governance, Risk and Compliance Training Courses

Human Resources Training and Development Courses

IT Security Training & IT Training Courses

Leadership and Management Training Courses

Legal Training, Procurement and Contracting Courses

Maintenance Training and Engineering Training Courses

Training Course Categories

Marketing, Customer Relations, and Sales Courses

Occupational Health, Safety and Security Training Courses

Oil & Gas Training and Other Technical Courses

Personal & Self-Development Training Courses

Quality and Operations Management Training Courses

Secretarial and Administration Training Courses

Training Cities

Accra - Ghana

Amman - Jordan

Amsterdam - Netherlands

Baku - Azerbaijan

Bali - Indonesia

Bangkok - Thailand

Barcelona - Spain

Cairo - Egypt

Cape town - South Africa

Casablanca - Morocco

Chicago - USA

Doha - Qatar

Dubai - UAE

Geneva - Switzerland

Istanbul - Turkey

Jakarta - Indonesia

Training Cities

Johannesburg - South Africa

Kuala Lumpur - Malaysia

Langkawi - Malaysia

London - UK

Madrid - Spain

Manama - Bahrain

Milan - Italy

Munich - Germany

Nairobi - Kenya

Paris - France

Phuket - Thailand

Prague - Czech Republic

Rome - Italy

San Diego - USA

Sharm El-Sheikh - Egypt

Tbilisi - Georgia

Training Cities

Tokyo - Japan

Trabzon - Turkey

Vienna - Austria

Zanzibar - Tanzania

Zoom - Online Training

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.

AGILE LEADERS
Training Center

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