



# دورة تدريبية في الإعداد للاختبار الاحترافي في الموارد البشرية - الدولية (PHRI)



**AGILE LEADERS**  
Training Center

02 - 06 Feb 2027  
الدار البيضاء



## دورة تدريبية في الإعداد للاهتجان الاحترافي في الموارد البشرية - الدولية (PHRI)

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### 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

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

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

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

### Day 3: Total Rewards and Employee Engagement

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

### Day 4: Employee and Labor Relations

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

## Day 5: HR Information Management

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

## How This Course is Different from Other HR Courses:

stands out by offering a highly Professional in Human Resources-International PHRI Exam Prep Course The 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.



## فئات الدورات التدريبية



HR TRAINING & DEVELOPMENT

دورات إدارة و تطوير الموارد البشرية



دورات إدارة و تحليل البيانات ودورات علم البيانات



دورات إدارة الجودة وتطوير العمليات



الدورات التدريبية في مجال البيئة والاستدامة



دورات التسويق وإدارة علاقات العملاء وإدارة المبيعات



دورات التدريب القانوني والمشتريات والتعاقدات



دورات الاتصال الجماهيري و السياسات والعلاقات العامة



دورات النظم السيبراني ودورات تقنية المعلومات



دورات الصيانة ودورات المجالات الهندسية المتنوعة



دورات الصحة والسلامة والأمن المهني



دورات السكرتارية و إدارة المكاتب



دورات الحوكمة وإدارة المخاطر والامتثال



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## فئات الدورات التدريبية



دورات معتمدة من قبل هيئات دولية



دورات في مجالات القيادة والإدارة



دورات المهارات الشخصية وتطوير الذات



دورات المحاسبة و التمويل و دورات الإدارة  
المالية



دورات مكتب إدارة المشاريع وإدارة المشاريع  
الرشيقية

## مدن التدريب



أهستردام - هولندا



أكرا - غانا



أثينا - اليونان



أبوظبي - الإمارات العربية المتحدة



الدوحة - قطر



الدار البيضاء - المغرب



الجبيل - المملكة العربية السعودية



اسطنبول - تركيا



المنامة - مملكة البحرين



الكويت - الكويت



القاهرة - مصر



الرياض - المملكة العربية السعودية



بانكوك - تايلند



بالي - جمهورية اندونيسيا



باكو - أذربيجان



باريس - فرنسا

## مدن التدريب



تبليسي - جورجيا



بوكيت - تايلاند



برشلونة - إسبانيا



براغ - جمهورية التشيك



دبي - الإمارات العربية المتحدة



جوهانسبرغ - جنوب إفريقيا



جنيف - سويسرا



جاكرتا - جمهورية إندونيسيا



سيول - كوريا الجنوبية



سان دييغو - الولايات المتحدة الأمريكية



زنجر - تنزانيا



روما - إيطاليا



طشقند - أوزبكستان



طرابزون - تركيا



شيكاغو - الولايات المتحدة الأمريكية



شرم الشيخ - مصر

## مدن التدريب



فيينا - النمسا



عن بعد - منصة زووم



عمان - المملكة الأردنية الهاشمية



طوكيو - اليابان



لندن - المملكة المتحدة



لانكاوي - ماليزيا



كاب تاون - جنوب إفريقيا



كوالالمبور - ماليزيا



مونتره - سويسرا



مسقط - سلطنة عمان



مدريد - إسبانيا



ماربيا - إسبانيا



نيس - فرنسا



نairobi - كينيا



ميونخ - ألمانيا



ميلان - إيطاليا

# 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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