



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



**AGILE LEADERS**  
Training Center

26 Oct - 06 Nov 2026  
أبوظبي



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## 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

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

## Day 2: Building Global HR Leadership

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

## Day 3: Workforce Planning and Employment Essentials

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

## Day 4: Talent Development and Employee Growth

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

## Day 5: Performance Management and Organizational Change

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

## Day 6: Compensation and Benefits Strategies

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

## Day 7: Managing Global Rewards and Benefits

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

## Day 8: Employee Relations and Engagement

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

## Day 9: Workplace Safety, Health, and Security

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

## Day 10: HR Information Management and Final Review

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



## 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 السبراني 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



أمستردام - هولندا



أكرا - غانا



أثينا - اليونان



أبوظبي - الإمارات العربية المتحدة



الدوحة - قطر



الدار البيضاء - المغرب



الجبيل - المملكة العربية السعودية



استنبول - تركيا



المنامة - مملكة البحرين



الكويت - الكويت



القاهرة - مصر



الرياض - المملكة العربية السعودية



بانكوك - تايلند



بالي - جمهورية إندونيسيا



بأكو - أذربيجان



باريس - فرنسا

## مدن التدريب



بورنو - البرتغال



برلين - ألمانيا



برشلونة - إسبانيا



براغ - جمهورية التشيك



جنيف - سويسرا



جاكرتا - جمهورية إندونيسيا



تيليسي - جورجيا



بوكيت - تايلاند



زنجبار - تنزانيا



روما - إيطاليا



دبي - الإمارات العربية المتحدة



جوهانسبرغ - جنوب إفريقيا



شهر الشيخ - مصر



سيول - كوريا الجنوبية



سنغافورة - سنغافورة



سان دييغو - الولايات المتحدة الأمريكية

## مدن التدريب



طوكيو - اليابان



طشقند - أوزبكستان



طرابزون - تركيا



شيكاغو - الولايات المتحدة  
الأمريكية



فيينا - النمسا



فرانكفورت - ألمانيا



عن بعد - منصة زووم



عمان - المملكة الأردنية الهاشمية



لشبونة - البرتغال



لانكاوي - ماليزيا



كاب تاون - جنوب إفريقيا



كوالالمبور - ماليزيا



مسقط - سلطنة عمان



مدريد - إسبانيا



ماربيا - إسبانيا



لندن - المملكة المتحدة

## مدن التدريب



نيروبي - كينيا



ميونخ - ألمانيا



ميلان - إيطاليا



مونترنو - سويسرا



نيس - فرنسا

# 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**  
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