

Certified Senior Human Resource Professional

iCSHRP



International Professional Accreditation Council

www.ipacglobal.org

Certified Senior Human Resource Professional [iCSHRP]

Introduction:

Professional, the word has its own meaning. Professionals in any function must have some common criteria. Based on the functional domain, the characteristics or activities or skill sets may vary. International Professional Accreditation Council has established 10 Professional Domains that are highly important for every professionals for their success in the professional journey.

Unlike with other professionals, HR professionals are also required to have adequate knowledge and expertise as per the level of Professionals. IPAC has defined 4 levels of professionals.

Associate Professionals: Those who are intended to start the career or already started the career and trying to establish themselves as professionals.

Professionals: Those who have adequate knowledge and skills in the relevant Professional domain as well as proven experience in the professional field.

Senior Professionals: Those who has the expertise to critically evaluate different domains and can contribute in the functional as well as business areas.

Fellow Professionals: Those who have proven track record of long professional experience, academic and professional education, significant contribution for establishing professional, code, values, ethics, competencies across the community.

This Certification is a level-3 Certification which is designed for Senior Certified Professional. There are set of competencies under these 10 Professional Domains:

Domain Identity	Areas for iCSHRP
Functional Domain	Strategic Talent Management Business Performance Management Strategic Performance Management Succession Management HR Consulting Role
Values & Ethics Domain	Professional Code & Business Ethics
Business Domain	Business Acumen Business Performance Management Business Process reengineering Financial Intelligence
Leadership Domain	Business Leadership
Strategic Domain	Business Strategy Navigating Business through BSC

	Competitor Strategy Strategic Decision Making
Personal Credibility Domain	Advisory Role to Senior leaders
Compliance & Regulatory Domain	Expertise on Employment, Regulator and Business Law
Change & Innovation Domain	Change & Innovation application on Organizational level
Analytics Domain	Decision making based on Organizational Analytics
Organizational Excellence Domain	Diagnose, Develop & Deploy Solution for Organizational Development

Learning Objectives: After successful completion of this Certification Program, the Senior Certified Professional will be endorsed as expert to:

- Critically evaluate the Talent Strategy and align it with Business Strategy
- Navigate Organizational Performance through Strategic Tools like BSC or other models
- Contribute in Business Strategy development by providing Analytical data
- Contribute in Business Management through Strategy formulation, process designing , competitor analysis etc
- Evaluate Business through Financial data analysis and suggest management for the way forward
- Solve the critical issues relating with employment law
- Play advisory role to senior Business Leaders
- Set exemplary people leadership to ensure engagement, productivity and profitability through People Management
- Apply Change & Innovative initiative for Organizational Growth and Sustainability
- Apply Analytics tools for organizational Analysis and Decision Making

Outline of the Program

Module-1: Strategic Talent Management

Module-2: Strategic Talent Development & Succession Management

Module-4: Business Performance Management

Module-5: Business Leadership

Module-6: Business Process Reengineering

Module-7: HR Analytics for Business Decision

Module-8: Employment Law & Compliance

Module-9: Organizational Excellence

Module-10: Crisis Management

Module-11: Change Championship

Module-12: Innovation & Creativity for Business Sustainability & Growth

Program Administration:

Duration: 4 Months

Mode : Online

Assessment: There will be Online assessment option as per below schedule:

Sl	Assessment Option	Unit	Total Marks	Pass Marks
1	Assignment/ Case	2	400	280
2	Final Exam	1	100	70

Certification: After completion of all requirements, participants will be issued certificate from IPAC and they can use the title iCSHRP after their name.

Re-certification: Re-certification is required in every 3 years. Every Professional needs to achieve Professional Development Continuity [PDC] Point for re-certification. For recertification, every professional needs to attend [either participant or facilitator] professional development activities [workshop, training, e learning, seminar, conference, webinar, consulting work etc]. 1 hour involvement is equivalent to 1 PDC.

Total PDC Points required: 36 in 3 years [1 hour involvement is equivalent to 1 PDC]