

Certified Human Resource Fellow

iCHRF



International Professional Accreditation Council

www.ipacglobal.org

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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 iCHRF
Functional Domain	Expertise on Functional Problem Solution HR Consulting Role
Values & Ethics Domain	Develop and Influence Professional Code & Business Ethics
Business Domain	Expert to play Business Consulting Role
Leadership Domain	Business & Organizational Leadership
Strategic Domain	Strategy for Start Up Strategy for Sustainability Strategy for Growth
Personal Credibility Domain	Advisory Role to Senior leaders
Compliance & Regulatory Domain	Expertise on Critical issues of Employment, Regulator and Business Law
Change & Innovation Domain	Expertise on Organizational Transformation or Reengineering

Analytics Domain	Decision making based on Organizational & Industry Analytics
Organizational Excellence Domain	Diagnose, Develop & Deploy Solution for Organizational Development

Objectives of Fellowship: After successful completion of the full process of Fellowship, the Certified HR Fellow will be endorsed as expert to:

- Advise and play consulting role for Start Up companies in whole business area
- Transform/ reengineer existing companies for rebranding, Growth, Sustainability
- Play HR Consultancy Role for any organization in any industry
- Solve any Functional Areas of HR
- Contribute for Professional development
- Research & Design Model, method, competency framework for any particular issue

Areas of Assessment

- HR Functional Areas
- Business Acumen
- Research expertise
- Critical Analytics expertise
- Operational Excellence
- Leadership Expertise
- Change Championship
- Entrepreneurship

Program Administration:

Duration: N.A.

Mode : Online

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

Sl	Assessment Option	Unit	Marks/unit	Total Marks	Qualifier
	Profile Assessment	1	100	100	60%
	Previous Critical Project Expertise	5	50	250	60%
	Record for Professional Development	-	50	50	60%
	Assignment/ Case	1	100	100	60%
	Total			500	70%

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

Re-certification: Not required Re-certification