

## Human Resource Management Professional (HRMP<sup>SM</sup>) certification

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 250,000 members in over 150 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. SHRM created learning system that assists HR professionals in preparing for Professional in Human Resources (PHR<sup>®</sup>), the Senior Professional in Human Resources (SPHR<sup>®</sup>), Global Professional in Human Resources (GPHR<sup>®</sup>), Human Resource Business Professional (HRBP<sup>SM</sup>) and **Human Resource Management Professional (HRMP<sup>SM</sup>)** credentialing programs.

### Be recognized as an HR expert globally

The HR Certification Institute developed the HRMP certification to help validate core human resource knowledge and skills and to demonstrate mastery of generally accepted principles while practicing HR globally. It is similar to the SPHR<sup>®</sup> - a widely known HR certification for US market, but without the focus on U.S. employment law.



### Advantages of certification

Certification is a public recognition of professional achievement that sets you apart from those who have not attained this distinguished designation. It can demonstrate, in a tangible way, your commitment to your profession and your career. For many, achieving certification becomes a personal and professional goal – a way to test knowledge and to measure it against one's peers.

Earning your HRMP certification shows that you have demonstrated the knowledge and critical thinking skills necessary to perform successfully, regardless of where you are located. You are prepared to understand the issues that your organization may deal with around the globe. The certification preparation program is designed to maximize your success – both on the exam and in your professional development.

### How can I prepare?

If you would like to earn HRMP certification, now is the time to enroll in our exam preparation course. OD&M Consulting is approved training provider of the Society for Human Resource Management (SHRM).

The SHRM Learning System for HRMP Certification Preparation is designed to maximize your experience, education and skill set to provide you with the best chance to pass the HRMP exam. It is the most widely used HRMP certification preparation product in the marketplace.

## A certified SHRM trainer



**Robert (Bill) Robinson** is the MD of Robinson Faris and Jones. He is former Head of Learning at Averda and was the Senior HR Manager at Cornell University. He is in the unique position of holding both UK and USA Certification, MCIPD, SPHR and GPHR. He currently trains both programs for the CIPD and for the Society of Human Resource Management (SHRM). For the last 2 years Bill utilizes the SHRM learning system to train HR professionals in the USA and globally towards certification exams in SPHR, GPHR, HRBP and HRMP.

He helped establish and was a partner with ResourceBank in the UK and developed assessment and development centers for Budweiser, L'Oreal and Allied Domecq working closely with them for 10 years. Bill is an independent reviewer for the USA HR Certification Institute (HRCI) for instruction materials for the Global Professional Body of Knowledge in HR. Bill holds a Bachelor of Science in Law and Economics and has a Masters Postgraduate certificate from Cornell for its HR Director Program.

## Learning modules

The course consists of four learning modules covering the entire HRMP body of knowledge. Each module includes comprehensive content along with key terms, leading principles and practical examples, and contains a number of charts and checklists that can be quickly accessed and learned.

- **Module 1: HR as a Business Leader.** Learn to contribute to the overall strategy of the organization as a business leader. (32% of exam)
- **Module 2: People Development and Talent Management.** Discover how to deliver accurate and consistent programs that support sustainable organizational growth. (29% of exam)
- **Module 3: HR Service Delivery.** Learn ways to assist people to develop the necessary skills to meet current and future organizational needs and objectives. (23% of exam)
- **Module 4: Measurement.** Discover how to use metrics to improve employee performance and increase the value of the organization. (16% of exam)

## Eligibility requirements

This program is designed for senior-level HR professionals whose daily work focuses on HR operations including talent management, strategy, service delivery and policy-making activities.

HRMP candidates have a combination of experience and education. Professionals with a Master's degree should have **at least 4 years of professional-level experience in an HR position**, with Bachelor's degree – at least 5 years, with no academic degree – at least 7 years. The candidates must also demonstrate knowledge of employment law.

## Benefits of participation

By enrolling in the training course, you will develop new knowledge and skills that will improve your workplace effectiveness immediately. You will:

- ✓ Prepare for the HRMP certification exam with the most up-to-date materials.
- ✓ Sharpen your test-taking skills and increase your confidence through practice tests.
- ✓ Strengthen your competencies and productivity through effective global HR training.
- ✓ Identify key methods and practical guidelines for many global HR tasks.
- ✓ Discuss topics with peers from diverse backgrounds.
- ✓ Grow your professional network.

## Program features

With our blended approach, you will benefit from learning modules, online study tools and a dynamic classroom experience, including:

- 3-day training with highly experienced instructor
- A proven training program that includes print and online study tools designed to enhance your exam preparation
- Over 350 practice exam questions to test your knowledge
- Case studies for each module to apply learned principles
- An online resource center with printable flashcards, an ask-the-expert feature and additional resources to aid in your studying
- A cumulative post-test to measure how much you have learned



## HRMP certification schedule

Steps to certification	Dates	Price / location
1. Register for training	<b>Now</b>	1200 EUR (excl. VAT) / Vilnius
2. Apply for exam: <i>standard</i> <i>late</i>	<b>April to mid-June</b> <b>mid-June to mid-July</b>	375 USD/ On-line 450 USD / On-line
3. Participate in training course	<b>June 16-18, 2014</b>	Vilnius
4. Take the exam	<b>September</b>	Prometric Exam Center in Vilnius
5. Receive results/credentials	<b>November</b>	On-line

NB: Participants are advised to study course materials both before and after the training for the best result.

### Register now, limited seats available!

Please contact SHRM training coordinator Lina Praškevičiūtė:

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