

PHRi Certification Prep: Mastering International HR Practices

Human Resource
Paris (France)
01 - 05 Sep 2025

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PHRi Certification Prep: Mastering International HR Practices

Ref: 321367_135169 **Date:** 01 - 05 Sep 2025 **Location:** Paris (France) **Fees:** 4400 **Euro**

Course Description

This intensive 5-day course prepares HR professionals for the Professional in Human Resources - International PHRi certification exam. Participants will gain comprehensive knowledge of international HR practices, policies, and strategies across key functional areas. The course covers all exam topics and provides practical insights for global HR management.

Learning Objectives

- Master the seven functional areas of the PHRi exam content outline
- Develop a deep understanding of international HR principles and best practices
- Enhance strategic HR management skills for global business environments
- Prepare effectively for the PHRi certification exam
- Apply HR knowledge to real-world international scenarios

Course Modules

Day 1: Business Management and HR Strategy

- Global business environment and HR's strategic role
- Cross-functional stakeholder management
- Risk assessment and mitigation in international HR
- HR metrics and data interpretation
- Organizational culture and ethics in a global context

Day 2: Workforce Planning and Talent Acquisition

- International labor laws and hiring policies
- Global sourcing strategies and techniques
- Managing the talent acquisition lifecycle across borders
- Diversity, equity, and inclusion in international recruitment

Day 3: Learning & Development and Total Rewards

- Global career development and training programs
- International succession planning
- Designing and administering global compensation programs
- Benefits management in multinational organizations
- Performance management across cultures

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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Day 4: Employee Engagement and HR Technology

- Fostering employee engagement in diverse workforces
- Change management in international contexts
- Global HR information systems and data management
- HR technology trends and best practices

Day 5: Employee and Labor Relations

- International employee relations programs and policies
- Global health, safety, and security compliance
- Managing employee complaints and conflicts across cultures
- Labor relations in union and non-union international workplaces
- Exam preparation strategies and practice questions

Practical Wins for Participants

- Comprehensive preparation for the PHRi certification exam
- Enhanced ability to manage HR functions in global organizations
- Improved strategic decision-making skills in international HR
- Expanded professional network of global HR practitioners

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles emanating from a point on the board.

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www.blackbird-training.com



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+44 7480 775526 / +44 7401 177335