PHRi Certification Prep: Mastering International HR Practices

5 – 9 September 2027
Kuwait City (Kuwait)



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Ref: 321367_157536 **Date:** 5 – 9 September 2027 **Location:** Kuwait City (Kuwait) **Fees:** 4200 GBP

Why This Course

As organizations continue to expand across borders, HR leaders need the ability to navigate global policies, multicultural workforces, and internationally aligned talent practices. Mastery of international HR standards is no longer optional — it is a defining capability for professionals supporting global growth and organizational excellence.

The PHRi International HR Certification Program is an intensive 1-week preparation journey designed for HR practitioners seeking to validate their expertise and advance their careers. This program equips participants with the knowledge, frameworks, and strategic insight required to excel in international HR practices and successfully pass the PHRi certification exam.

Through applied learning, real-world global scenarios, and focused exam preparation, participants build the competencies needed to operate confidently in diverse international environments.

What You'll Learn and Practice

By the end of this program, participants will be able to:

- Master all seven functional areas of the PHRi exam framework.
- Understand international HR principles, policies, and global best practices.
- Strengthen strategic HR decision-making for multinational organizations.
- Confidently prepare for the PHRi certification exam with structured guidance.
- Apply learned concepts to real-world global HR challenges.

The Program Flow

Day 1 - Business Management & HR Strategy

- The global business landscape and HR's strategic influence
- Working effectively with cross-functional stakeholders
- Risk assessment and mitigation in international HR
- HR metrics, analytics, and data-driven decision-making
- Organizational culture and ethics within global environments



Day 2 - Workforce Planning & Global Talent Acquisition

- International labor laws and global hiring practices
- Strategies for global talent sourcing and recruitment
- Managing the full talent acquisition cycle across borders
- Diversity, equity, and inclusion in international recruitment

Day 3 - Learning & Development and Total Rewards

- Building global learning and career development programs
- International succession planning practices
- Designing and managing global compensation structures
- Benefits administration in multinational organizations
- Performance management across cultures

Day 4 - Employee Engagement & HR Technology

- Enhancing engagement within diverse, global workforces
- Change management in international settings
- Global HR information systems and data governance
- Emerging HR technology trends and their applications

Day 5 - Employee & Labor Relations

- International employee relations frameworks and policies
- Global health, safety, and security compliance
- Managing cross-cultural conflicts and employee complaints
- Labor relations in unionized and non-union international environments
- PHRi exam preparation strategies and practice questions

Individual Impact

Participants will leave the program with:

- Full readiness and confidence to attempt the PHRi certification exam.
- A strengthened capability to lead HR functions within multinational contexts.
- Improved strategic judgment in complex global HR scenarios.
- Greater clarity in applying best practices across cultures and regions.

Organizational Impact

Organizations will gain HR professionals who can:



- Navigate global HR challenges with confidence and expertise.
- Enhance compliance, workforce planning, and international HR operations.
- Support global expansion with strategic and effective HR practices.
- Improve employee relations and talent management across borders.

Training Methodology

This program uses a blended, practice-driven approach that includes:

- Real-world international HR case studies
- Exam-focused exercises and knowledge checks
- Interactive discussions and global scenario analysis
- HR technology demonstrations and applied tools
- Peer learning and experience-sharing from global HR practitioners

Beyond the Course

Upon completion, participants will be ready to:

- Sit confidently for the PHRi certification exam
- Apply international HR best practices within their organizations
- Drive strategic HR initiatives in global environments
- Expand their professional network with global HR peers

