

SHRM**EDUCATION**

LEARNING IS A JOURNEY.
TRAVEL IT WELL.

To grow, evolve and inspire,
we must engage in continuous
learning.

**LET SHRM EDUCATION
BE YOUR GUIDE**

2021 SPRING CATALOG
shrm.org/Education2021

Welcome to **2021 SHRM Education!**

As the world of work evolves before our eyes, it is up to us to adapt and alter our approach to serving our workforces. Watch the video below as SHRM's CHRO, Sean Sullivan, discusses—peer to peer—why education and professional development are crucial for the future of work as an HR professional.



Sean Sullivan, SHRM-SCP
Chief Human Resources Officer
SHRM

Why SHRM Education?

It's our responsibility to invest in our teams and develop the future leaders of the workplace. That's why SHRM has reimagined the profession and the impact we have on workplaces around the globe. Through our innovative, engaging, creative and applicable programming, we encourage learners to go beyond their educational comfort zones and equip themselves with the knowledge needed to transform their workplaces. By incorporating current research and thought leadership into the content and bringing it to life in an engaging manner, our educational offerings have become the gold standard for professional development—no matter where you are in your HR career or educational journey.

This curriculum is a proven steppingstone for strengthening your core competencies, earning a recognized SHRM Specialty Credential or achieving your SHRM certification. Watch Jeanne Morris, SHRM's Vice President of Education, share the benefits of pursuing your professional development with SHRM Education in the video below.



Jeanne Morris

Vice President, Education
SHRM



**BOLD
CONTENT**



**FLEXIBLE
LEARNING**



**INNOVATIVE
EXPERIENCE**



**EXPERT
INSTRUCTION**



**PDCE FOR
RECERTIFICATION**

Get to Know Your Next **SHRM** Instructor

Through our global network of SHRM-certified thought leaders, we are able to bring you the best of the best. Our instructors are HR and business leaders who live, work and breathe the profession on a daily basis. They have faced the same workplace challenges you are facing, and, as experts in their designated field, they bring real-world examples and insight, best practices, and innovative, tangible solutions to each and every program they teach.

With more than 10 years of teaching experience and at least 15 years of practical HR experience, each instructor delivers interactive, actionable virtual programs that cannot be found anywhere else.

Walk away from your next educational experience feeling reinvigorated, re-inspired and recalibrated to transform your career and drive positive change within your organization.



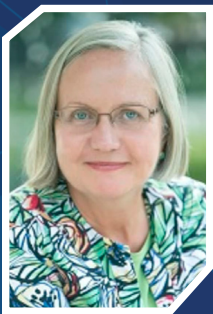
Mike Letizia,
SHRM-SCP
President
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▶ [INTRO VIDEO](#)



Jennifer C. Loftus,
SHRM-SCP
National Director
Astron Solutions

▶ [INTRO VIDEO](#)



Susan White,
SHRM-SCP
Chief Executive Officer
Susan Tinder White
Consulting, LLC

▶ [INTRO VIDEO](#)



JoDee Curtis,
CPA, SHRM-SCP
Founder
Purple Ink, LLC

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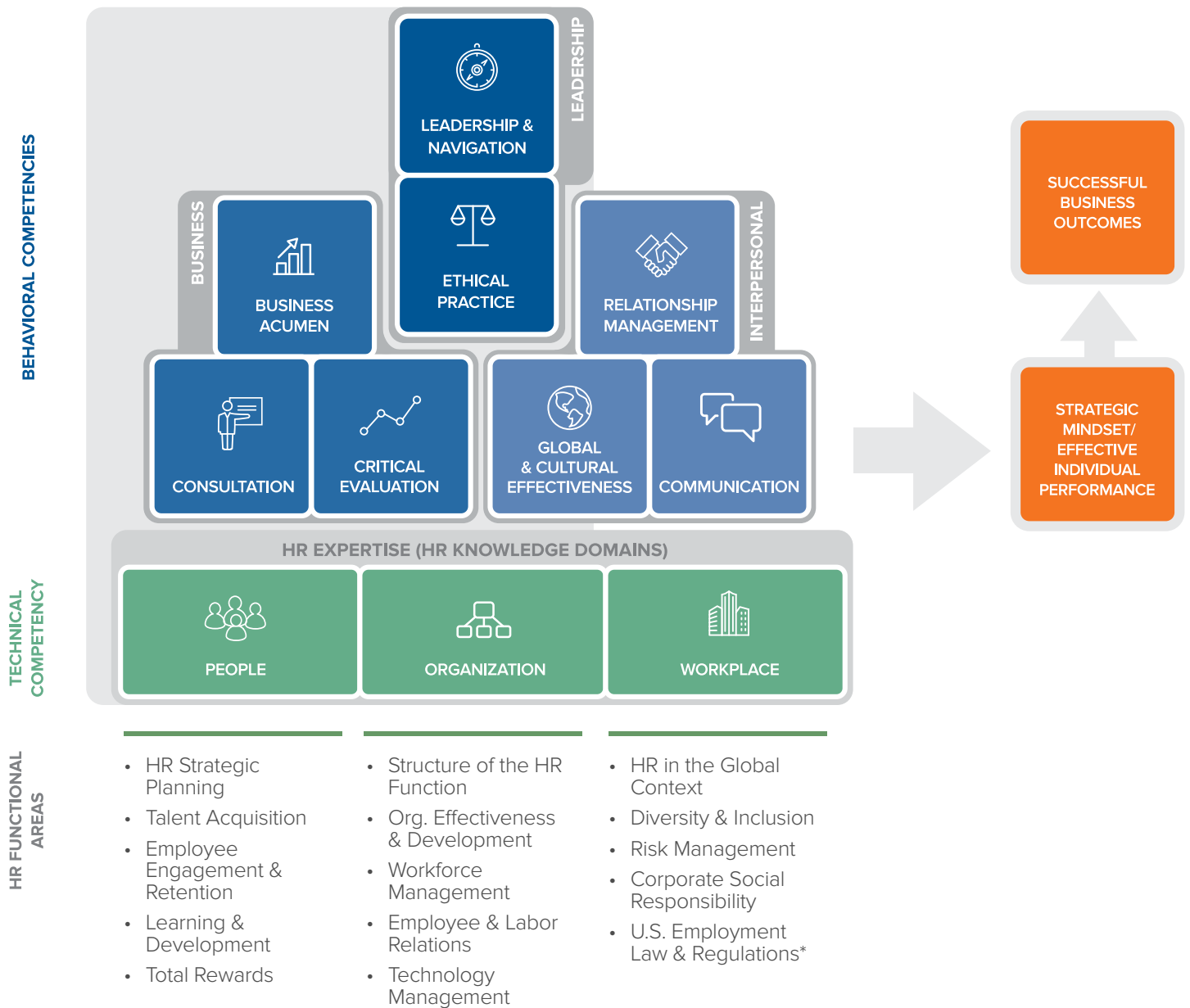
Technology

- 31 Digital Transformations: Cultivating Elastic HR
- 31 **🔗 Cybersecurity Basics**

SHRM Body of Competency & Knowledge (SHRM BoCK)

The SHRM Body of Competency and Knowledge® (SHRM BoCK®) describes the behavioral competencies and HR knowledge that HR professionals need for effective job performance. All SHRM educational programs and eLearning courses allow you to build your proficiency in targeted competencies while preparing you for your career of tomorrow.

The SHRM BoCK is the basis for the SHRM-CP® and SHRM-SCP® exams. SHRM offers certification preparation courses led by SHRM-certified instructors who combine the SHRM Learning System® for SHRM-CP/SHRM-SCP with their teaching to facilitate a comprehensive and detailed review of the current SHRM BoCK.



*Applicable only to examinees testing within the U.S.

170+ Program Offerings, Across 15 Topic Areas.

Top Programs Trending Now



+ NEW PROGRAM

**Navigating HR Compliance
Through The Employee Lifecycle**

REGISTER



+ NEW SHRM SPECIALTY CREDENTIAL

**SHRM Workplace
Investigations Specialty
Credential**

REGISTER



+ NEW DATES ADDED

**Talent Acquisition: Creating Your
Organization's Strategy**

REGISTER



+ FEATURED PROGRAM

**Digital Transformations:
Cultivating Elastic HR**

REGISTER



+ FEATURED PROGRAM

**SHRM Inclusive Workplace
Culture Specialty**

REGISTER



+ FOR PEOPLE MANAGERS

**SHRM People Manager
Qualification**

REGISTER



HR is a corporate first responder, it's time to lean in.
Ensure you have the skills to move your organization forward.

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[Disclaimer](#)

LEADERS NEVER STOP LEARNING

It's no surprise that the most successful leaders all have one thing in common—they were, and are, voracious learners.

SHRM's Senior Leader programming provides not only the skills needed to remain at the forefront of the rapidly changing workplace, it also gives you exposure to innovative and forward-thinking HR and business practices while expanding your network.

Educational Offerings Developed for the Senior HR Leader:

Influence employee engagement strategy using hard data.

Find the next offering of *Investing in People with Data-Driven Solutions*. ✨

Be bold. Be courageous. Be a better coach.

Find the next offering of *Leading a Future-Focused People Strategy*. ✨

GROW YOURSELF TO GROW OTHERS. LEARN ON.

SHRM CERTIFICATION

Advance your HR career by becoming a SHRM Certified Professional (SHRM-CP) or SHRM Senior Certified Professional (SHRM-SCP).

SHRM certification is the only behavioral competency-based program in the field. Earning this credential conveys a clear message to C-suite leaders: “This HR professional is invested in their career and is ready to lead on a strategic level.”

2021 SHRM-CP/SHRM-SCP EXAM SCHEDULE

For application deadlines and testing dates, visit shrmcertification.org/examwindows.

We now offer two ways to take your SHRM exam: in person at a testing center or via live remote proctoring from your home.

Certification Preparation Benefits & Features

Prepare for the certification exam by attending a live online/virtual, instructor-led course taught by a leading HR expert. The course includes:



Access to the **2021 SHRM Learning System**, with online and printed learning modules available. This interactive system includes retired exam questions, 1,500 practice questions, video guides, a post-test that mimics the exam format and much more!



Periodic progress checks to keep you confident in your breadth of knowledge.



A digital copy of ***Ace Your SHRM Certification Exam: A Guide to Success on the SHRM-CP® and SHRM-SCP® Exams***, edited by Nancy A. Woolever, SHRM-SCP.

About the SHRM Learning System

The 2021 SHRM Learning System sets you on a path to success on your SHRM-CP or SHRM-SCP exam. The content covers eight behavioral competencies and 15 functional knowledge areas as identified in the SHRM Body of Competency and Knowledge. Testers who use it to prepare for their exam consistently beat the average pass rate.

Additional learning options are available at shrmcertification.org/learning.



SHRM-CP and SHRM-SCP Certification Preparation*

Boost your exam-day confidence with a comprehensive review.

WHY ATTEND

- Gain access to sample SHRM-CP/SHRM-SCP test questions.
- Increase your chances of performing well on the SHRM-CP or SHRM-SCP exam.
- Expand your network by connecting with other HR professionals.

WHAT YOU WILL LEARN

- How to apply strategies for completing the SHRM-CP or SHRM-SCP exam.
- The various components of the SHRM Body of Competency and Knowledge.
- How to close your knowledge gaps through an individualized learning plan.

REGISTER

Do you need an extra boost as you prepare to take your SHRM-CP or SHRM-SCP exam?

The SHRM-CP and SHRM-SCP Power Preparation Programs teach you how to optimize and apply your knowledge of the SHRM Body of Competency and Knowledge to the SHRM-CP and SHRM-SCP exams.

SHRM-CP Certification Power Preparation*

Improve your study skills as you prepare for the SHRM-CP exam.

WHY ATTEND

- Improve your chances of performing well on the SHRM-CP exam.
- Learn new study techniques and become a better test-taker.
- Gain a better understanding of SHRM-CP exam content.

WHAT YOU WILL LEARN

- How to apply effective test-taking strategies to practice exam items.
- How to adopt useful techniques for reinforcing learning.
- How to craft a study plan best-suited for your preparation style and timeline.

REGISTER

SHRM-SCP Certification Power Preparation*

Improve your study skills as you prepare for the SHRM-SCP exam.

WHY ATTEND

- Improve your chances of performing well on the SHRM-SCP exam.
- Learn new study techniques and become a better test-taker.
- Gain a better understanding of SHRM-SCP exam content.

WHAT YOU WILL LEARN

- How to apply effective test-taking strategies to practice exam items.
- How to adopt useful techniques for reinforcing learning.
- How to craft a study plan best-suited for your preparation style and timeline.

REGISTER

*After registering, you will receive the 2021 SHRM Learning System, including the printed modules, to begin your exam preparation before attending the program. During your program, your instructor will build upon the foundation you've already established through your at-home studies.

Program details subject to change. Visit shrm.org/education2021 for the most up-to-date information.

SHRM SPECIALTY CREDENTIALS

**Prove Your Proficiency.
Demonstrate Your Passion.
Earn a Specialty Credential.**

Are you looking for a way to stand out in your industry, on your team or in your organization? SHRM Specialty Credentials can be earned online and are designed to develop skill sets, determine expertise and demonstrate commitment.

SHRM Specialty Credentials are the optimal way to prove to your organization and network your credibility and dedication. With seven areas of specialization available—and more in development—you can choose the credential that's right for you.

How to earn a SHRM Specialty Credential

- 1. Purchase the specialty credential package that aligns with your professional goals.**
- 2. Attend the live online educational program.**
- 3. Participate in topic-focused eLearning modules.**
- 4. Pass the online assessment.**

Then, share your achievement with your network. Display your digital badge and boost your brand.

You do not need to be SHRM-certified to earn a SHRM Specialty Credential, but earning a specialty credential is an approved professional development activity for recertification credits toward your SHRM-CP or SHRM-SCP credential.



SHRM California Law HR Specialty Credential

Gain the critical knowledge needed to develop employment guidelines that satisfy the intricate California labor code (including over 20 updated laws in 2021 alone), minimize potential litigation risks and meet the strategic objectives of your organization.



HOW TO EARN THE SHRM CALIFORNIA LAW HR SPECIALTY CREDENTIAL

Purchase the SHRM California Law HR Specialty Credential package, which includes:

- Enrollment in the California HR: Applying CA Law to Employment Practices educational program—available live online/virtually! Included is an eLearning course called Foundations of CA Employment Law that should be completed before the instructor-led program begins.
- Five additional comprehensive SHRM eLearning courses on California-specific topics:
 - California Wage and Hour Laws
 - California Privacy, Security, Benefits and Safety
 - **Coming Soon** - California Mandated Benefits and Workers' Compensation Insurance
 - **Coming Soon** - California Protected Leaves of Absence
 - **Coming Soon** - California Employee and Employer Relations
- A 50-question California Law HR knowledge assessment.

After passing the assessment, add your SHRM Specialty Credential to your resume, e-mail signature and social media profiles, proving your expertise in California HR to your employer and your network.

INTENDED AUDIENCE | MID-LEVEL

Individuals interested in earning a specialty credential that demonstrates knowledge and mastery of California employment law.

Demonstrate your ability to understand and apply your knowledge of California's complex HR requirements and practices by earning your SHRM California Law HR Specialty Credential.

Member: \$1,655 Nonmember: \$1,930

REGISTER

PDCs: You do not have to be SHRM-certified to earn this SHRM Specialty Credential. If certified, you will earn 26.5 PDCs. These PDCs will auto-populate in your SHRM Certification Portal upon completion.

SHRM Specialty Credentials are valid for 3 years. Upon expiration, credential-holders will re-earn their credential with a new set of programming. Credential components are continuously updated and redesigned to heighten your expertise and elevate your strategy.

SHRM HR Department of One Specialty Credential

As an HR department of one, you face unique challenges that require you to bring the full range of HR expertise to your organization. Elevate HR as a solo practitioner.



HOW TO EARN YOUR SPECIALTY CREDENTIAL

Purchase the SHRM HR Department of One Specialty Credential package, which includes:

- Enrollment in the HR Department of One: Strategies for Success educational program—available live online/virtually!
- Two comprehensive SHRM eLearning courses focused on the skills required of an HR department of one:
 - HR Department of One: Developing Targeted L&D Solutions
 - HR Department of One: Gaining Support for HR Initiatives
- A 50-question online HR department of one knowledge assessment.

After passing the assessment, add your SHRM Specialty Credential to your resume, e-mail signature and social media profiles, proving your HR department of one expertise to your employer and your network.

INTENDED AUDIENCE | MID-LEVEL

Individuals interested in earning a specialty credential that demonstrates the unique knowledge and competencies required of a solo HR professional.

Earn your SHRM HR Department of One Specialty Credential to expand and leverage your resourcefulness, agility and ability to focus on the changing needs of your organization. Distinguish yourself from your peers, and validate the critical role you play in developing new insights and setting strategic initiatives while balancing operations for your organization.

Member: \$1,305 Nonmember: \$1,580

REGISTER

PDCs: You do not have to be SHRM-certified to earn this SHRM Specialty Credential. If certified, you will earn 17 PDCs. These PDCs will auto-populate in your SHRM Certification Portal upon completion.

SHRM Specialty Credentials are valid for 3 years. Upon expiration, credential-holders will re-earn their credential with a new set of programming. Credential components are continuously updated and redesigned to heighten your expertise and elevate your strategy.

SHRM Inclusive Workplace Culture Specialty Credential

Every workplace has a culture, and whether it's intentionally designed or habitually overlooked is a critical differentiator in the success of an organization. Diverse, inclusive, flexible and engaging workplaces are where people thrive. The SHRM Inclusive Workplace Culture Specialty Credential gives HR professionals the strategies and tools needed to successfully shift organizational culture. In this program, participants will learn how to maximize potential through fostering a positive work environment rooted in inclusivity and belonging, ultimately unlocking the organizational gains of a diverse and dedicated workforce.

HOW TO EARN YOUR SPECIALTY CREDENTIAL

Purchase the SHRM Inclusive Workplace Culture Specialty Credential package, which includes:

- Enrollment in the Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation educational program—available live online/virtually!
- Three comprehensive SHRM eLearning courses focused on skills required for an inclusive workplace culture:
 - Measuring Successes of an Inclusive Workplace Culture
 - Introducing Allyship to Foster an Inclusive Workplace Culture
 - Cultivating Support for an Inclusive Workplace Culture
- A 50-question online inclusive workplace culture knowledge assessment.

After passing the assessment, add your SHRM Specialty Credential to your resume, e-mail signature and social media profiles, proving your inclusive workplace culture expertise to your employer and your network.

INTENDED AUDIENCE | MID-LEVEL

Individuals interested in earning a specialty credential that demonstrates their continuing effort to reinforce positive change and forward thinking within the workplace.

The SHRM Inclusive Workplace Culture Specialty Credential gives HR professionals the strategies and tools needed to successfully shift organizational culture.

Member: \$1,655 Nonmember: \$1,930

REGISTER

PDCs: You do not have to be SHRM-certified to earn this SHRM Specialty Credential. If certified, you will earn 22 PDCs. These PDCs will auto-populate in your SHRM Certification Portal upon completion.

SHRM Specialty Credentials are valid for 3 years. Upon expiration, credential-holders will re-earn their credential with a new set of programming. Credential components are continuously updated and redesigned to heighten your expertise and elevate your strategy.

SHRM People Analytics Specialty Credential

Talent is the largest, most significant ongoing investment made by successful organizations. However, most people decisions are made based on intuition and instinct. With the amount of information available in today's workplaces, HR professionals are now able to leverage people-related data and analytics to drive business decisions and make data-based recommendations.

HOW TO EARN YOUR SPECIALTY CREDENTIAL

Purchase the SHRM People Analytics Specialty Credential package, which includes:

- Enrollment in the People Analytics: Foundational Data Literacy eLearning module (to be completed before the People Analytics educational program).
- Enrollment in the People Analytics: Taking Data-Driven Action educational program—available live online/virtually!
- Two additional comprehensive SHRM eLearning courses on people analytics:
 - People Analytics: The Metrics Behind People Analytics
 - People Analytics: Analyzing People Data
- A 50-question online people analytics knowledge assessment.

After passing the assessment, add your SHRM Specialty Credential to your resume, e-mail signature and social media profiles, proving your people analytics expertise to your employer and your network.

INTENDED AUDIENCE | MID-LEVEL

Individuals interested in earning a specialty credential that demonstrates foundational knowledge in the people analytics landscape.

By earning a SHRM People Analytics Specialty Credential, HR professionals can begin their journey into the field of people analytics; investigate relevant, real-world business issues; and effectively communicate data-supported findings.

Member: \$1,655 Nonmember: \$1,930

REGISTER

PDCs: You do not have to be SHRM-certified to earn this SHRM Specialty Credential. If certified, you will earn 22 PDCs. These PDCs will auto-populate in your SHRM Certification Portal upon completion.

SHRM Specialty Credentials are valid for 3 years. Upon expiration, credential-holders will re-earn their credential with a new set of programming. Credential components are continuously updated and redesigned to heighten your expertise and elevate your strategy.

SHRM Talent Acquisition Specialty Credential

Sourcing, engaging and retaining the best talent are top priorities for organizations. Be recognized as a key player in today's challenging business environment by demonstrating your proficiency as a strategic talent acquisition partner.



HOW TO EARN YOUR SPECIALTY CREDENTIAL

Purchase the SHRM Talent Acquisition Specialty Credential package, which includes:

- Enrollment in the Talent Acquisition: Creating Your Organization's Strategy educational program—available live online/virtually!
- Six comprehensive SHRM eLearning courses on talent acquisition:
 - Analytics
 - Onboarding
 - Getting the Candidate to Say Yes
 - Technology and Social Media
 - Global Hiring
 - Trends
- A 50-question online talent acquisition knowledge assessment.

After passing the assessment, add your SHRM Specialty Credential to your resume, e-mail signature and social media profiles, proving your talent acquisition expertise to your employer and your network.

INTENDED AUDIENCE | MID-LEVEL

Individuals interested in earning a specialty credential that demonstrates knowledge of and proficiency in the talent acquisition landscape.

Earning the SHRM Talent Acquisition Specialty Credential recognizes the key role talent acquisition professionals play in today's challenging business environment by demonstrating your expertise as a strategic talent acquisition partner.

Member: \$1,655 Nonmember: \$1,930

REGISTER

PDCs: You do not have to be SHRM-certified to earn this SHRM Specialty Credential. If certified, you will earn 25 PDCs. These PDCs will auto-populate in your SHRM Certification Portal upon completion.

SHRM Specialty Credentials are valid for 3 years. Upon expiration, credential-holders will re-earn their credential with a new set of programming. Credential components are continuously updated and redesigned to heighten your expertise and elevate your strategy.

SHRM U.S. Employment Immigration Specialty Credential

Talent doesn't have borders. People are an organization's most vital resource and most important investment. In the global competition for skilled workers, a comprehensive understanding of the U.S. immigration system is key. Policy changes and complex immigration requirements mean today's professionals must be agile and resourceful in identifying the best talent solutions.



HOW TO EARN YOUR SPECIALTY CREDENTIAL

Purchase the SHRM U.S. Employment Immigration Specialty Credential package, which includes:

- Enrollment in the Global Hiring: Complying with U.S. Visa Requirements educational program—available live online/virtually!
- Three comprehensive SHRM eLearning courses on U.S. employment immigration:
 - Employment Eligibility: A Practical Guide to I-9 and E-Verify
 - Hiring Foreign Nationals: Nonimmigrant Visas
 - Hiring Foreign Nationals: Immigrant Visas
- A 50-question online U.S. employment immigration knowledge assessment.

After passing the assessment, add your SHRM Specialty Credential to your resume, e-mail signature and social media profiles, proving your U.S. employment immigration expertise to your employer and your network.

INTENDED AUDIENCE | MID-LEVEL

Individuals interested in earning a specialty credential that demonstrates knowledge of and proficiency in the workplace immigration landscape.

Earning the SHRM U.S. Employment Immigration Specialty Credential will increase your effectiveness in managing employment visas, regulations, employment verification processes and audit risks to keep your organization competitive and compliant. Distinguish yourself by demonstrating you can be successful in this highly sought-after field of practice.

Member: \$1,655 Nonmember: \$1,930

REGISTER

PDCs: You do not have to be SHRM-certified to earn this SHRM Specialty Credential. If certified, you will earn 26 PDCs. These PDCs will auto-populate in your SHRM Certification Portal upon completion.

SHRM Specialty Credentials are valid for 3 years. Upon expiration, credential-holders will re-earn their credential with a new set of programming. Credential components are continuously updated and redesigned to heighten your expertise and elevate your strategy.

NEW! SHRM Workplace Investigations Specialty Credential

Even the best-run organizations will encounter situations that may require an investigation to mitigate workplace risk. Empower yourself to effectively and accurately operate in your role as an investigator.



HOW TO EARN YOUR SPECIALTY CREDENTIAL

Purchase the SHRM Workplace Investigations Specialty Credential package, which includes:

- Enrollment in the Leading Workplace Investigations educational program—available live online/virtually.
- Two comprehensive SHRM e-Learning courses on workplace investigations:
 - Managing Bias in a Workplace Investigation
 - Competent Workplace Investigation Interviews
- A 50-question online workplace investigations knowledge assessment.

After passing the assessment, add your SHRM Specialty Credential to your resume, e-mail signature and social media profiles, proving your workplace investigations expertise to your employer and your network.

INTENDED AUDIENCE | MID-LEVEL

Individuals interested in earning a specialty credential that validates their investigative skills.

Earning the SHRM Workplace Investigations Specialty Credential will give you the confidence to know when to engage external counsel; what justifies a formal investigation; and how to effectively interview witnesses, gather data, analyze results, draw conclusions and provide recommendations for resolutions.

Member: \$1,305 Nonmember: \$1,580

[REGISTER](#)

PDCs: You do not have to be SHRM-certified to earn this SHRM Specialty Credential. If certified, you will earn 13.5 PDCs. These PDCs will auto-populate in your SHRM Certification Portal upon completion.

SHRM Specialty Credentials are valid for 3 years. Upon expiration, credential-holders will re-earn their credential with a new set of programming. Credential components are continuously updated and redesigned to heighten your expertise and elevate your strategy.

“The impact that the SHRM Specialty Credential has had on both my professional brand and career has been truly amazing! I believe that I am sought after more so based on having this credential. I am definitely marketable and viewed as a true partner and subject matter expert in the field of recruiting/talent acquisition. The effort and dedication were well worth my investment into the SHRM Specialty Credential.”

SHRM Talent Acquisition Specialty Credential Holder



SHRM EDUCATIONAL PROGRAMS & eLEARNING

LEARNING IS A JOURNEY. TRAVEL IT WELL.

Let SHRM be your travel guide as you navigate your evolving learning journey. No matter where you are in this journey, or in your career, SHRM has a program to fit your needs. Designed and delivered by HR experts, our educational programs and eLearning courses run right at the current challenges you are experiencing, or can expect to experience, in today's workplace.

These learning opportunities grow your skills and help you stay ahead of the trends while also unleashing your "leader within" to create transformative, inclusive workplaces where employers and employees thrive together.

Foundations of Compensation

WHY ATTEND | FOUNDATIONAL

- Gain awareness of the key aspects of legislation that affect compensation structures and systems.
- Increase your knowledge of short-term and long-term incentive plans.
- Understand how business strategy and compensation philosophy guide a total rewards program.

REGISTER

eLEARNING OPTIONS

Americans with Disabilities Act

FOUNDATIONAL

Deepen your knowledge of employment discrimination law and avoid hiring missteps.

Member: \$215

Nonmember: \$245

PDCs: 3

REGISTER

FMLA

MID-LEVEL

Expand your knowledge of FMLA legal requirements and responsibilities to avoid common mistakes.

Member: \$285

Nonmember: \$325

PDCs: 4

REGISTER

Health Insurance Basics

MID-LEVEL

Establish yourself as a trusted resource for your health insurance consumers.

Member: \$75

Nonmember: \$85

PDCs: 1

REGISTER

HIPAA Privacy

FOUNDATIONAL

Manage employee health information with the highest level of discretion.

Member: \$75

Nonmember: \$85

PDCs: 1

REGISTER

Business Acumen: Aligning Business Operations and HR

WHY ATTEND | FOUNDATIONAL

- Drive organizational results and clarify the role of HR within your organization.
- Build your credibility with the decision-makers in your organization.
- Improve your ability to understand business intelligence and discuss organizational needs with senior leaders.

REGISTER

BUSINESS OPERATIONS

California HR: Applying CA Law to Employment Practices

This program is part of the SHRM California Law HR Specialty Credential.

WHY ATTEND | MID-LEVEL

- Increase your confidence in applying California employment law.
- Minimize litigation risks for your organization.
- Further the strategic objectives of your organization through compliant HR practices.

REGISTER

eLEARNING OPTIONS

California Benefits

MID-LEVEL

Expand your knowledge of mandated California benefits.

Member: \$99

Nonmember: \$149

PDCs: 1

REGISTER

California Leave of Absence

MID-LEVEL

Become your company's leading expert on California leave-of-absence regulations.

Member: \$99

Nonmember: \$149

PDCs: 2

REGISTER

California Privacy, Security, Benefits and Safety

MID-LEVEL

Boost your knowledge of California privacy, security and safety regulations.

Member: \$99

Nonmember: \$149

PDCs: 2

REGISTER

California Wage and Hour Laws

MID-LEVEL

Grow your expertise in California wage and hour laws.

Member: \$99

Nonmember: \$149

PDCs: 1

REGISTER

COMMUNICATION

Workplace Communications: Using Storytelling to Elevate Credibility

WHY ATTEND | MID-LEVEL

- Skillfully target messaging to your audience.
- Increase your influence with stakeholders.
- Make a compelling impression during discussions, meetings and presentations.

REGISTER

L&D: Developing Organizational Talent

WHY ATTEND | MID-LEVEL

- Increase your knowledge of learning and development solutions in today's workplace.
- Implement a five-step framework for developing organizational talent.
- Expand your ability to assess your organization's learning and development landscape.

REGISTER

Workplace Coaching and Mentoring

WHY ATTEND | MID-LEVEL

- Establish an effective coaching plan and recognize best practices in ethical coaching.
- Link coaching goals to business performance.
- Incorporate and make effective use of data and feedback through a variety of coaching techniques.

REGISTER

eLEARNING OPTIONS

AI for Learning & Development

MID-LEVEL

Become a game changer in your organization by using artificial intelligence in your HR practices.

Member: \$149

Nonmember: \$199

PDCs: 5

REGISTER

NEW! Elevating Performance

MID-LEVEL

Explore how to enhance performance by fostering an environment where employees operate at their highest levels.

COMING SOON

Employee Relations: Creating a Positive Work Environment

WHY ATTEND | FOUNDATIONAL

- Address workplace issues such as harassment, discrimination and retaliation.
- Enable a culture of fairness in your organization.

REGISTER

The Human Experience: Elevating Employee Engagement in Your Organization

WHY ATTEND | MID-LEVEL

- Increase your knowledge of the evolution of the employee experience in the workplace.
- Drive employee engagement.
- Improve your ability to promote a positive workplace culture.

REGISTER

eLEARNING OPTIONS

The Employee Experience Crash Course

MID-LEVEL

Learn about culture, technology and physical space. Based on the bestselling book The Employee Experience Advantage.

Member: \$499
Nonmember: \$499
PDCs: 4

REGISTER



Leading Workplace Investigations

This program is part of the SHRM Workplace Investigations Specialty Credential.

WHY ATTEND | FOUNDATIONAL

- Communicate a best-practice process framework for conducting internal investigations.
- Investigate strategically by triaging complaints quickly and efficiently.
- Develop HR policies, processes, procedures and work rules that will result in a more appreciative, engaged and productive workforce.

REGISTER

NEW! Navigating HR Compliance Through the Employee Lifecycle

WHY ATTEND | FOUNDATIONAL

- Spot compliance issues with greater ease.
- Develop sound workplace policies.
- Know when to engage legal counsel.

REGISTER

eLEARNING OPTIONS

NEW! Competent Workplace Investigation Interviews

MID-LEVEL

Conduct interviews to gain the insight you need to make conclusions about an investigation.

Member: \$99

Nonmember: \$149

PDCs: 1

REGISTER

Detection of Deception

MID-LEVEL

Interview more effectively by spotting deceptive behaviors.

Member: \$147

Nonmember: \$163

PDCs: 1.5

REGISTER

Leading Internal Investigations

MID-LEVEL

Conduct internal investigations with greater efficiency.

Member: \$349

Nonmember: \$399

PDCs: 3

REGISTER

NEW! Managing Bias in a Workplace Investigation

MID-LEVEL

Manage bias from other involved parties throughout the investigation process.

Member: \$99

Nonmember: \$149

PDCs: 1

REGISTER

Workplace Harassment

ALL LEVELS

Cultivate a harassment-free workplace and help build a culture of respect.

Member: \$69

Nonmember: \$69

PDCs: 3

REGISTER

Employee and Manager tracks available.

Mastering Your HR Generalist Role

WHY ATTEND | MID-LEVEL

- Assess your strengths and abilities and determine your unique career path as an HR generalist.
- Build your credibility as an HR professional.
- Overcome challenges common to the HR generalist role.

REGISTER

SHRM Essentials of Human Resources

WHY ATTEND | FOUNDATIONAL

- Improve your ability to handle challenging HR issues.
- Receive a printed reference book and Web-based study tools and resources to help you master HR concepts.
- Help your organization reduce costs and avoid potential lawsuits.



REGISTER

Additional learning options available at shrm.org/essentials.

HR DEPARTMENT OF ONE

HR Department of One: Strategies for Success

This program is part of the SHRM HR Department of One Specialty Credential.

WHY ATTEND | MID-LEVEL

- Define talent acquisition strategies that attract more quality candidates.
- Determine the balance between strategy and operations in your approach to HR.
- Describe communication strategies for building effective relationships with business leaders.

REGISTER

eLEARNING OPTIONS

HR Department of One: Developing Targeted L&D Solutions

MID-LEVEL

Create new and innovative learning and development solutions for your organization.

Member: \$99
 Nonmember: \$149
 PDCs: 1

REGISTER

HR Department of One: Gaining Support for HR Initiatives

MID-LEVEL

Get buy-in from stakeholders by making a strong case for HR initiatives in your organization.

Member: \$99
 Nonmember: \$149
 PDCs: 1.5

REGISTER

This was a fabulous class—well worth the time and budget spent. I enjoyed learning about solutions for many of the areas that I struggle with and learning that I am not alone with the struggles of an HR department of one.

HR Department of One: Strategies for Success Program Attendee

Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation

This program is part of the SHRM Inclusive Workplace Culture Specialty Credential.

WHY ATTEND | MID-LEVEL

- Identify techniques to create, maintain and measure an inclusive workplace.
- Empower employees to take ownership of fostering a positive workplace culture.
- Decrease staff turnover.

REGISTER

eLEARNING OPTIONS

Cultivating Support for an Inclusive Workplace Culture

MID-LEVEL

Become a stronger advocate for a culture of inclusion in your organization.

Member: \$99
Nonmember: \$99
PDCs: 1

REGISTER

Introducing Allyship to Foster an Inclusive Workplace Culture

MID-LEVEL

Build a strong allyship program for your organization.

Member: \$99
Nonmember: \$99
PDCs: 1

REGISTER

Measuring Successes of an Inclusive Workplace Culture

MID-LEVEL

Better assess the impact of inclusion in your organization.

Member: \$99
Nonmember: \$149
PDCs: 1

REGISTER

Even for someone who has read a lot about and worked in DE&I, this course shines because of the content as well as the interaction with the trainer and other participants. The facilitator made every online class extremely interesting and fun. He's great at getting people to participate (not easy in an online class!) and offered great insights and tips for future use.

Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation Program Attendee

Conflict Mediation: Inspiring Positive Outcomes

WHY ATTEND | MID-LEVEL

- Create a more harmonious workplace culture.
- Understand the role of mediation in workplace conflicts.
- Become a greater advocate for your employees.

REGISTER

Consultation: Honing Your HR Business Leader Skills

WHY ATTEND | MID-LEVEL

- Optimize communication skills, influence and the ability to inspire action.
- Align HR activities with the strategic direction of your organization.
- Help your organization effectively navigate change.

REGISTER

HR Business Partners: Enhancing Your Strategic Contributions

WHY ATTEND | MID-LEVEL

- Increase your influence with business leaders in your organization.
- Improve your internal consulting skills.
- Align your recommendations with the strategic direction of the organization.

REGISTER

Investing in People with Data-Driven Solutions

WHY ATTEND | SENIOR-LEVEL

- Make HR measurement strategic in your organization.
- Become more aligned with senior-level leadership.
- Envision alternative avenues for engaging employees within your organization.

REGISTER

NEW! Leading a Future-Focused People Strategy

WHY ATTEND | SENIOR-LEVEL

- Become more knowledgeable about organizational strategy.
- Build your credibility as a valuable business partner.
- Sharpen your strategic skills.

REGISTER

eLEARNING OPTIONS

Future of Work Fast Track

ALL LEVELS

Future-proof your organization and career.

Member: \$799

Nonmember: \$799

PDCs: 8

REGISTER

Change Management: Leading Successful Transformations

WHY ATTEND | MID-LEVEL

- Promote change within your organization with minimal opposition and maximum buy-in.
- Increase your credibility with key stakeholders in your organization.
- Help your organization achieve its strategic goals.

REGISTER

OD: Reimagining Your Organization’s Future

WHY ATTEND | MID-LEVEL

- Gain tools and insights to help diagnose organizational needs.
- Increase your capacity to gather data and take action when considering OD interventions.
- Become well-versed in the types of initiatives that OD practices address.

REGISTER

Workforce Planning: The Future of Work

WHY ATTEND | MID-LEVEL

- Become knowledgeable about the steps required for developing a strategic workforce plan.
- Hone your skills in data analysis, forecasting, strategy development and cost modeling.
- Plan for the changing needs of your business and the future of work.

REGISTER

The virtual Change Management: Leading Successful Transformations program is an absolute must for professionals who deal with or lead change on a consistent basis. The course material is in-depth and taught by a subject matter expert. You receive hands-on materials that you can use immediately at your workplace. This course is well worth the investment.

Change Management: Leading Successful Transformations Program Attendee

People Analytics: Taking Data-Driven Action

This program is part of the SHRM People Analytics Specialty Credential.

WHY ATTEND | MID-LEVEL

- Develop new skills in quantitative and qualitative tools and methods.
- Increase your ability to make sound, data-driven decisions.
- Resolve people issues in your organization with more credibility.

REGISTER

eLEARNING OPTIONS

People Analytics: Analyzing People Data

MID-LEVEL

Strengthen your people analysis skills using quantitative and qualitative data.

Member: \$99

Nonmember: \$149

PDCs: 1

REGISTER

People Analytics: Foundational Data Literacy

FOUNDATIONAL

Gain essential knowledge of people analytics.

Member: \$99

Nonmember: \$149

PDCs: 1

REGISTER

People Analytics: The Metrics Behind People Analytics

MID-LEVEL

Make more-strategic staffing decisions using people metrics.

Member: \$99

Nonmember: \$149

PDCs: 2

REGISTER

People analytics is the way of the future! It is so important to incorporate metrics and analytics into human resources the same way any other business function does. This course really helped me learn and feel more comfortable with people analytics and showed real-life examples that I could apply at my workplace. I am excited to apply all my new learnings! I would definitely recommend this course.

People Analytics: Taking Data-Driven Action Program Attendee

Global Hiring: Complying with U.S. Visa Requirements

[This program is part of the SHRM U.S. Employment Immigration Specialty Credential.](#)

WHY ATTEND | MID-LEVEL

- Keep your organization in compliance with federal auditing guidelines and legal requirements.
- Increase your awareness of key considerations for hiring foreign nationals.
- Improve your marketability as an HR professional.

REGISTER

Reinventing Candidate Interviews: How to Identify High-Potential Talent

WHY ATTEND | MID-LEVEL

- Increase your knowledge of the current hiring landscape.
- Review concepts for group hires via job auditions and group interviews.
- Get practice analyzing senior-level post-interview assessments and post-hire orientation, assimilation and integration strategies for executives.

REGISTER

Talent Acquisition: Creating Your Organization's Strategy

[This program is part of the SHRM Talent Acquisition Specialty Credential.](#)

WHY ATTEND | MID-LEVEL

- Build your talent acquisition strategy to attract top talent.
- Strengthen workforce planning to develop a robust talent pipeline.
- Market an employment brand that positions your organization as an employer of choice.

REGISTER

This program totally exceeded my expectations. It was amazing how the instructor could keep us engaged with him and also each other throughout the class. It was a great experience, and I would highly recommend this virtual format to others.

Talent Acquisition: Creating Your Organization's Strategy Program Attendee

eLEARNING OPTIONS

AI for Talent Acquisition

MID-LEVEL

Understand the fundamentals of artificial intelligence and how to use it in HR.

Member: \$149
 Nonmember: \$199
PDCs: 5

REGISTER

AI for Talent Mobility & Onboarding

MID-LEVEL

Achieve greater internal talent mobility and improvements in onboarding.

Member: \$149
 Nonmember: \$199
PDCs: 5

REGISTER

Employment Eligibility: A Practical Guide to I-9 and E-Verify

ALL LEVELS

Effectively manage the employment verification process for your employees.

Member: \$99
 Nonmember: \$149
PDCs: 2

REGISTER

Fundamentals of Employment Visas

FOUNDATIONAL

Understand the basics of U.S. employment immigration.

Member: \$79
 Nonmember: \$119
PDCs: 1.5

REGISTER

Hiring Foreign Nationals: Immigrant Visas

MID-LEVEL

Understand employment-based immigrant visas.

Member: \$99
 Nonmember: \$149
PDCs: 2

REGISTER

Hiring Foreign Nationals: Nonimmigrant Visas

MID-LEVEL

Understand employment-based nonimmigrant visas.

Member: \$129
 Nonmember: \$179
PDCs: 3

REGISTER

Talent Acquisition: Analytics

ALL LEVELS

Define metrics and analytics while exploring the use of each through practical examples.

Member: \$99
 Nonmember: \$149
PDCs: 1

REGISTER

Talent Acquisition: Getting the Candidate to Say Yes

MID-LEVEL

Develop your negotiation strategy and learn about the five negotiation styles from the recruiter and candidate points of view.

Member: \$99
 Nonmember: \$149
PDCs: 1

REGISTER

Talent Acquisition: Global Hiring

MID-LEVEL

Delve into the concepts and principles used when recruiting and retaining global talent.

Member: \$99
 Nonmember: \$149
PDCs: 1

REGISTER

Talent Acquisition: Onboarding

MID-LEVEL

Get 10 proven strategies for creating high-quality onboarding experiences.

Member: \$99
 Nonmember: \$149
PDCs: 1

REGISTER

Talent Acquisition: Technology and Social Media

ALL LEVELS

Explore the advantages and disadvantages of certain technologies and learn steps for implementing technology effectively.

Member: \$99
 Nonmember: \$149
PDCs: 1

REGISTER

Digital Transformations: Cultivating Elastic HR

WHY ATTEND | MID-LEVEL

- Learn the latest technological trends and the challenges of a digital workplace.
- Increase productivity in your organization.
- Help your organization become digitally competitive.

REGISTER

eLEARNING OPTIONS

Cybersecurity Basics

ALL LEVELS

Arm yourself with the strongest defense against cybercriminals: effective training.

Member: \$69

Nonmember: \$69

REGISTER



2021 SHRM Education Registration Form

ONLINE: <https://shrm.co/Education2021> (credit card only)

PHONE: 800.283.7476, option 3 (U.S. only) or +1.703.548.3440, option 3 (credit card only)

MAIL: SHRM Education
PO Box 79482 Baltimore, MD 21279-0482
(4-6 weeks for processing)

Please print clearly.

TODAY'S DATE _____

PROFESSIONAL CERTIFICATION(S) _____

LAST NAME _____ FIRST NAME _____ M.I. _____

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CITY _____ STATE/PROVINCE _____ ZIP/POSTAL CODE _____ COUNTRY _____

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Note: The mailing address is where all mailed correspondence about this registration will be sent. Please print e-mail address clearly; this is how SHRM communicates important program details to you.

IMPORTANT: YOUR VIP CODE

Fill in your VIP number as it appears above the name on the mailing label. (Record the number even if the label is addressed to another individual.)

Check is enclosed. (Allow 4-6 weeks for processing.)
Please make checks payable to SHRM in U.S. dollars drawn on a U.S. bank.

PO NUMBER _____

(U.S. government agencies only.) You must attach the purchase order to the registration form. Attendees will receive a Certificate of Achievement only after payment is received.

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All faxed registration forms must be accompanied by a VISA, Mastercard or American Express number or a purchase order. If you have already purchased the 2021 SHRM Learning System and are registering for the SHRM-CP/SHRM-SCP Certification Preparation Program, please deduct the full price of the 2021 SHRM Learning System: \$725 for SHRM members and \$950 for nonmembers.

CANCELLATION POLICY

Confirmed registrants may cancel and receive a full refund minus a \$250 administrative fee up to 10 business days before the program begins. If you find you are unable to attend and it is less than 10 business days before the program start date, you forfeit your registration fee. For cancellations and transfers, send written requests no later than 10 business days before the start date. Please note: SHRM does not reimburse participants for canceled travel fees. Visit shrm.org/seminars/registration for the complete cancellation and transfer policy.

Please register me for the following program(s):

SHRM Educational Programs*	Date	Location/ Live Online	SHRM Member	Non- member
<input type="checkbox"/> SHRM-CP and SHRM-SCP Certification Preparation			\$1,495	\$1,755
<input type="checkbox"/> SHRM-CP Certification Power Preparation			\$995	\$1,270
<input type="checkbox"/> SHRM-SCP Certification Power Preparation			\$995	\$1,270
<input type="checkbox"/> Business Acumen: Aligning Business Operations and HR			\$1,395	\$1,665
<input type="checkbox"/> California HR: Applying CA Law to Employment Practices			\$1,395	\$1,665
<input type="checkbox"/> SHRM California Law HR Specialty Credential**			\$1,655	\$1,930
<input type="checkbox"/> Change Management: Leading Successful Transformations			\$1,395	\$1,665
<input type="checkbox"/> Conflict Mediation: Inspiring Positive Outcomes			\$925	\$1,200
<input type="checkbox"/> Consultation: Honing Your HR Business Leader Skills			\$1,395	\$1,665
<input type="checkbox"/> Digital Transformations: Cultivating Elastic HR			\$1,395	\$1,665
<input type="checkbox"/> Employee Relations: Creating a Positive Work Environment			\$925	\$1,200
<input type="checkbox"/> Foundations of Compensation			\$1,395	\$1,665
<input type="checkbox"/> Global Hiring: Complying with U.S. Visa Requirements			\$1,395	\$1,665
<input type="checkbox"/> SHRM U.S. Employment Immigration Specialty Credential**			\$1,655	\$1,930
<input type="checkbox"/> HR Business Partners: Enhancing Your Strategic Contributions			\$1,395	\$1,665
<input type="checkbox"/> HR Department of One: Strategies for Success			\$925	\$1,200
<input type="checkbox"/> SHRM HR Department of One Specialty Credential**			\$1,305	\$1,580
<input type="checkbox"/> Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation			\$1,395	\$1,665
<input type="checkbox"/> SHRM Inclusive Workplace Culture Specialty Credential**			\$1,655	\$1,930
<input type="checkbox"/> Investing in People with Data-Driven Solutions			\$2,495	\$2,770
<input type="checkbox"/> L&D: Developing Organizational Talent			\$1,395	\$1,665
<input type="checkbox"/> Leading a Future-Focused People Strategy			\$1,395	\$1,665
<input type="checkbox"/> Leading Workplace Investigations			\$925	\$1,200
<input type="checkbox"/> SHRM Workplace Investigations Specialty Credential**			\$1,305	\$1,580
<input type="checkbox"/> Mastering Your HR Generalist Role			\$1,395	\$1,665
<input type="checkbox"/> Navigating HR Compliance Through the Employee Lifecycle			\$1,395	\$1,665
<input type="checkbox"/> OD: Reimagining Your Organization's Future			\$1,395	\$1,665
<input type="checkbox"/> People Analytics: Taking Data-Driven Action			\$1,395	\$1,665
<input type="checkbox"/> SHRM People Analytics Specialty Credential**			\$1,655	\$1,930
<input type="checkbox"/> Reinventing Candidate Interviews: How to Identify High-Potential Talent			\$925	\$1,200
<input type="checkbox"/> SHRM Essentials of Human Resources			\$1,395	\$1,665
<input type="checkbox"/> Talent Acquisition: Creating Your Organization's Strategy			\$1,395	\$1,665
<input type="checkbox"/> SHRM Talent Acquisition Specialty Credential**			\$1,655	\$1,930
<input type="checkbox"/> The Human Experience: Elevating Employee Engagement in Your Organization			\$925	\$1,200
<input type="checkbox"/> Workforce Planning: The Future of Work			\$1,395	\$1,665
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<input type="checkbox"/> Workplace Communications: Using Storytelling to Elevate Credibility			\$925	\$1,200

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1 IN 3

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