

LEARN BY DOING!

HR STRATEGIC PARTNER

CERTIFICATE OF EXCELLENCE PROGRAM



Cultivate the mindset needed to THINK and ACT strategically within HR!

- Explore strategies that enable the HR professional to shift mindsets from being solely tactical to more strategic in order to better address the emerging needs of the organization.
- Learn best practices and Duke specific knowledge in four HR disciplines to increase knowledge outside of the professional's HR specialty.

REGISTER NOW!

Contact: keisha.williams@duke.edu

PROGRAM REQUIREMENTS

STEP ONE

Complete **TWO** core courses:

1. The HR Business Partner
2. Finding the Strategy in HR Analytics

STEP TWO

Complete at least two HR discipline electives:

1. Talent Development
2. Total Rewards
3. Employee Relations
4. Talent Acquisition

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HR PROGRAM CORE CLASSES

The HR Business Partner

This two-day course will explore the business partner role, offer an understanding of new competencies necessary for success as a true business partner, and teaches how to make a successful transition from functional expert to business partner.

Find the Strategy in HR Analytics: Linking HR to Business

This two-day course will explore the business partner role, offer an understanding of new competencies necessary for success as a true business partner, and teaches how to make a successful transition from functional expert to business partner.

HR PROGRAM ELECTIVES

Total Rewards

Participants will have the opportunity to review Duke's approach to market evaluation, job classification, and pay equity. Attendees will explore the consultative/business partnership approach to compensation that is vital to workforce understanding of how this component aligns with the mission and vision of Duke's senior leadership.

Talent Acquisition

Participants will learn best practices in talent acquisition by exploring the recruitment life cycle and will identify ways to effectively use this life cycle to meet business goals and support organizational culture. OIE will present best practices with regards to affirmative action.

Talent Development

Participants will identify the components of a comprehensive talent development program. This includes discussion around: 1) Building an end-to-end talent development framework that serves as a programmatic road-map for how to attract, retain and build talent; 2) Succession Planning best practices that focus on organizational needs, capabilities needed for advancement and creating a framework for a feeder pool; 3) Identifying a Diversity & Inclusion strategy to engage and to support a climate of inclusion that promotes excellence.

Employee Relations

Participants will discuss ways to support the organization culture and enhance the working relationship that exists between the organization and its workforce. **A guest speaker will also join the discussion to address legal issues surrounding employee relations.**