

Recertification Credits

To Change Your Life.



Introduction



HR is a diverse industry that develops a multitude of talents. With their own eco-system of skill development, certification programs give you the opportunity to explore new avenues with recertification credits.

When it's time to make a change, capitalize on the time you have. This guide takes a deep dive into the foundation of SHRM's program and shows you how to take it further.

Consider using your recertification credits to take the next step to change your career, move to another company, or use the tools to develop your leadership skills.

Learn to gain the skills you need for free to take the next step in the direction you want to go.

Foundation of SHRM Credits

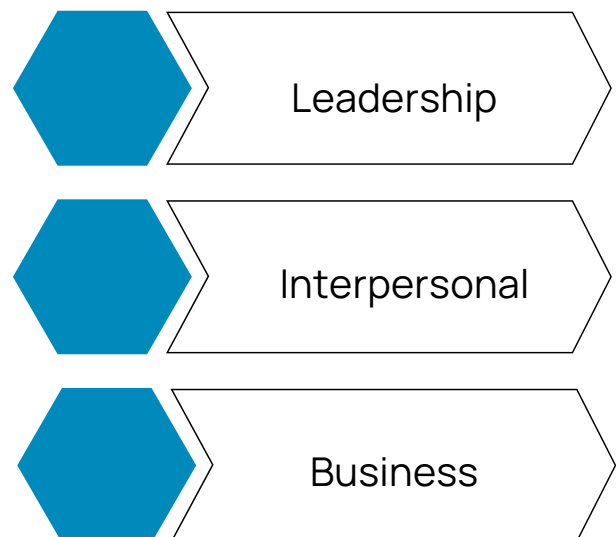
STRATEGIZE YOUR SHRM CAREER AND TAKE IT FURTHER

STEP 1: What are the skills needed for your next role?

STEP 2: Determine the body of applied skills & knowledge you need to develop.

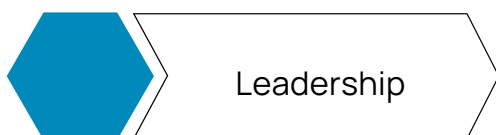
STEP 3: Determine what skills you need to develop for your next role.

SHRM TRAINING CLUSTERS



Leadership

STRATEGIZE YOUR SHRM CAREER AND TAKE IT FURTHER



- Diversity and Inclusion
- Ethical Practice
- Leadership/Navigation

Should the next step be leadership?

You have a growth mindset, are a risk taker and have a commitment to continuous learning.

- Do you like to direct, coach, delegate or mentor?
- Do you like to focus on strategic initiatives, implement needed changes, and resolve talent needs and issues?
- Do you envision the current and ideal future states of HR?



Upcoming Credit Opportunities

- [Navigating the Storm: Mastering Change Management and Combating Change Fatigue](#) (1 PDC)

Alternate Careers

- Chief Human Resources Officer (CHRO)
- HR Consultant
- SHRM Advisor
- Operations Manager
- Recruiter
- Career Coach
- Health and Safety
- Compliance Officer
- Chief Diversity Officer

Interpersonal

STRATEGIZE YOUR SHRM CAREER AND TAKE IT FURTHER



- Relationship Management
- Communication
- Global Mindset

Should the next step be an interpersonal role?

You are focused on relationships, the people side of human resources, and team dynamics.

- Do you like to help teams work more effectively together?
- Do you like to negotiate boundaries and find mutually acceptable agreements?
- Do you like conflict resolution?



Upcoming Credit Opportunities

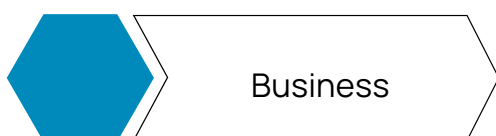
- Conflict Resolution That Works: Remove the Drama, Eliminate the Blame (1 PDC)

Alternate Careers

- Mediator
- Employee Relations Specialist
- Head of People
- Wellness Program Coordinator
- Recruiter
- Career Coach
- Global People Relations Manager
- Therapist/Counselor
- Training and Development

Business

STRATEGIZE YOUR SHRM CAREER AND TAKE IT FURTHER



- Business Acumen
- Consultation
- Analytical Aptitude

Should the next step be focused on the business of HR?

You are focused on strategic direction, human capital, and analyzing data for your company.

- Do you like to analyze numbers and make sense of data?
- Do you like to understand the labor market to compete for talent?
- Do you like to measure ROI and human capital effectiveness?



Upcoming Credit Opportunities

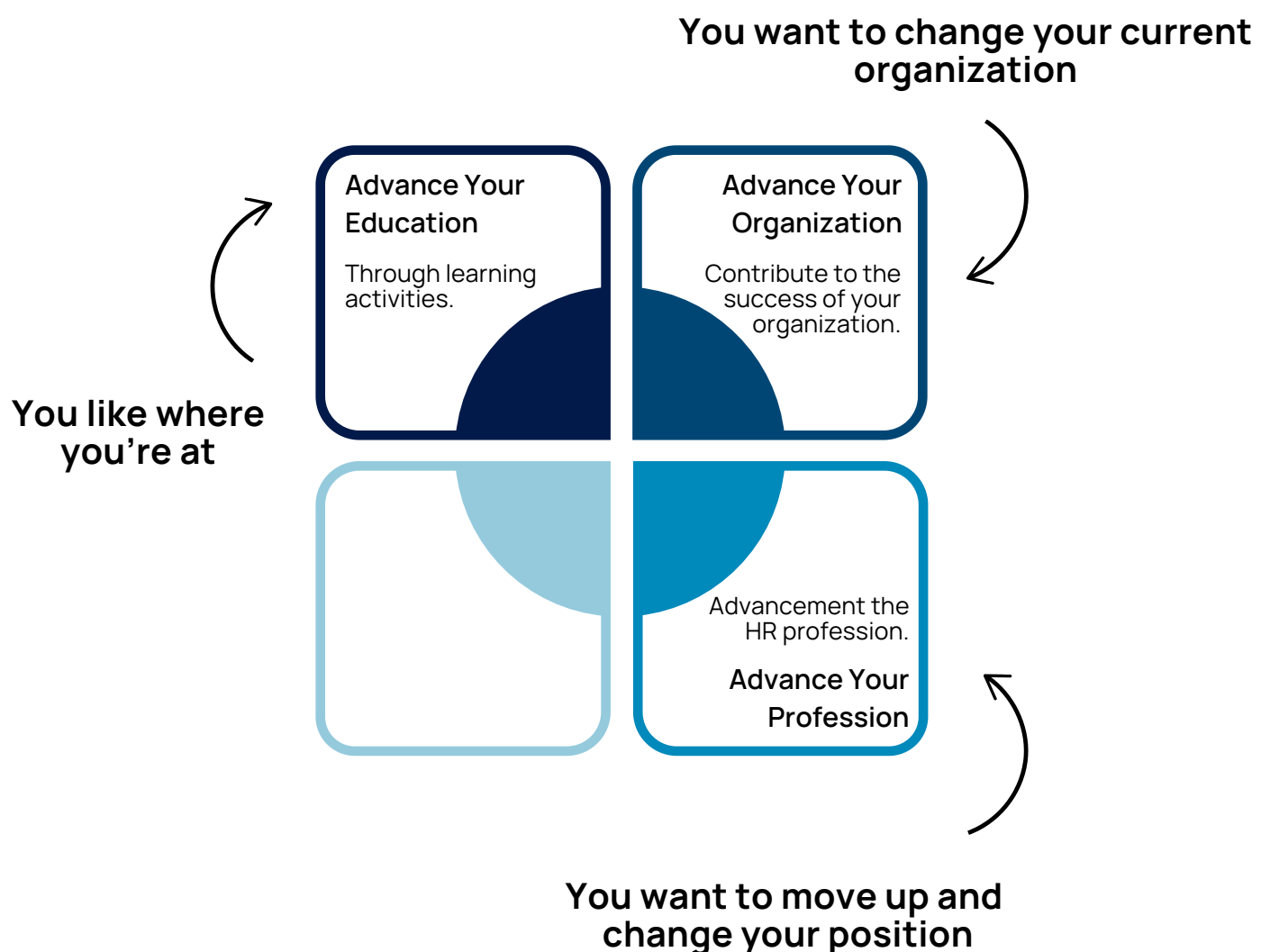
- Shaping Talent Development Around Business Priorities
(1 PDC)

Alternate Careers

- HRIS Specialist
- Sales and Account Management
- ESG Consultant
- Business Analyst
- Data Analysis and HR Analytics
- Project Management

Foundation of SHRM Credits

STRATEGIZE YOUR SHRM CAREER AND TAKE IT FURTHER



FREE RESOURCES FOR RECERTIFICATION CREDITS

1 PDCs	Webinars	<ul style="list-style-type: none"> • HR.com • SHRM webcasts • HRCI webinars • Coursera SHRM credits • Coursera HRCI credits • HCI Webcasts
.5 PDCs	Podcasts	<ul style="list-style-type: none"> • HR Works • Good Morning HR • SHRM's Honest HR
2 PDCs	Presentations	<ul style="list-style-type: none"> • Credits for creating and presenting educational content based on SHRM's behavioral competencies • 1 hour of presentation time (including preparation time) = 2 PDCs
1-20 PDCs	Researching, writing and publishing	<ul style="list-style-type: none"> • Authoring, co-authoring or editing a book • Authoring, co-authoring or editing an article or other published work • Authoring a white paper or blog post
5-15 PDCs	Volunteering	<ul style="list-style-type: none"> • Mentor another HR member • Peer-review white paper or articles
2-15 PDCs	SHRM Participation	<ul style="list-style-type: none"> • Participating in SHRM focus group • Serve as SHRM certification content reviewer • Become a local member of SHRM chapter • Serving as a SHRM or Member Advisory Council board member or officer <p>Grow your network with these opportunities!</p> 
30 PDCs	Workshops and Projects	<ul style="list-style-type: none"> • SHRM's Inclusive Workplace Culture Project • Participating in a SHRM Certification Knowledge Item Writing Workshop