



IHRM

International HR Management

International HR Management (IHRM) is a world-class HR management training program of The Society for Human Resource Management (SHRM), the world's largest HR association

PACE School of Human Resources Management, a member of PACE Institute of Management, is the only authorized partner of SHRM in Vietnam to deliver SHRM's world-class human resource management programs in Vietnam.

Exclusively delivered by
PACE Institute of Management
in Vietnam

PACE
INSTITUTE OF MANAGEMENT

SHRM
BETTER WORKPLACES
BETTER WORLD™

HR is not about HR. HR begins
and ends with the business.

- David Ulrich -

THE SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)

About SHRM

- The Society for Human Resource Management (SHRM) is the world's largest and the most influential HR membership organization devoted to human resources management with more than 300,000 members in over 165 countries.
- For nearly seven decades, SHRM has played an instrumental part in establishing global standards on HRM and shaping the future for HR professionals around the world. HR professionals worldwide look to SHRM for comprehensive information and tools to help them perform effectively at their jobs, to develop their careers, and to partner strategically with employers.
- 93% of today's Fortune 500 companies have employed HR leaders who are SHRM members.
- SHRM Competency Model® and SHRM BASK are the most widely referenced and used model in the world to provide a scientific basis for HR training and development.
- SHRM Library is the world's largest library of human resources and human resources management.
- HR Magazine published by SHRM and circulated around the world, recognized as the largest and the most influential global HR magazine.
- The Annual SHRM Conference is the largest, oldest, the most influential and joined by most of the HR professionals. Every year, there are approximately 20,000 people working in the human resources from more than 100 countries participating in this annual conference in the United States.

PACE INSTITUTE OF MANAGEMENT

The only authorized partner of SHRM in Vietnam

PACE Institute of Management, with the mission of "Leadership Development & Expert Training", has contributed to the development of thousands of leaders and experts for the business community.

With the desire to further strengthen the internationalization of human resource management as well as human resource training and development standards in Vietnam, PACE Institute of Management has established **PACE School of Human Resources Management (PACE-SHR)**, and has become **the only authorized of SHRM in Vietnam** since 2015.

Then, **The International Human Resource Management (IHRM)** is offered to Vietnamese HR professionals based on the SHRM Competency Model® and SHRM BASK to help the HR executives empower themselves with the latest knowledge as well as relevant tools and methods of human resource management aligned with international standards.



International HR Management

Based on the Body of Competency and Knowledge (SHRM BASK) framework, a global standard of Society of Human Resource Management (SHRM) in the United States.

FROM THE REVOLUTION OF HR MANAGEMENT ...

In today's business landscape, business leaders and entrepreneurs are facing increasing integration and globalization coupled with the knowledge-based economy, the digital revolution and the fourth industrial revolution. Many organizations are experiencing unprecedented competition, unpredictable change and uncertainty around the world. HR evolves to meet business needs. In that context, the role of HR also needs to be redefined in order to contribute to the business development and the HR profession to a higher level. Increasingly, business leaders understand that effective people management is a strategic imperative. As a result, employers expect HR professionals to demonstrate, in addition to a thorough knowledge of HR concepts and requirements, the behavioral competencies required to effectively apply that knowledge in the modern workplace in support of organizational goals.

Today's HR executives are no longer expected to perform basic human resource functions but also to undertake more important leadership roles to contribute more to the strategic direction and development of their organizations. A number of pressing issues in the new context are set for today's HR

professionals such as: How to retain and treat talented people? How to develop a succession management team meeting the requirements of development and integration? How to build a corporate culture that is likely to attract talented people to participate in and make long term contribution to the business?

Human resource is therefore the key to improving efficiency as well as creating competitive advantage in the organization. High-performing HR executives need thorough knowledge, effective methods and tools that are relevant to Vietnam's context and aligned with global standards.

...TO IHRM

To address the needs of Vietnam's HR professionals, PACE is offering SHRM's world-class program based on SHRM BASK, the highly-regarded global HR standard:

International Human Resource Management (IHRM)

The purpose of IHRM Program

is to internationalize the human resource management capabilities of HR professionals in Vietnam.

THE IHRM PROGRAM

PARTICIPANTS

This program is for those who are:

- Currently working in human resources management in local and foreign enterprises.
- Wishing to internationalize their capacity in human resource management aligned with global standards.
- Able to read and understand learning documents in English.

LANGUAGE & LEARNING MATERIALS

- The program will be delivered in Vietnamese or English (depending on the case).
- Learning materials and reference books: 100% in English.

FORMAT & DURATION

- Learning Format: 18 months of online learning with SHRM Learning System; 18 training sessions with lecturers at school or via LiveLearning.
- Duration of training sessions (9 days, equivalent to 18 sessions, 3 hours per session) does not include self-study of participants.

INSTRUCTORS

The program instructors are experts in human resource management with global experience and local insights. They have obtained SHRM-SCP certification and certified by SHRM and PACE to deliver the program in Vietnam.

TRAINING & LEARNING OBJECTIVES

For participants

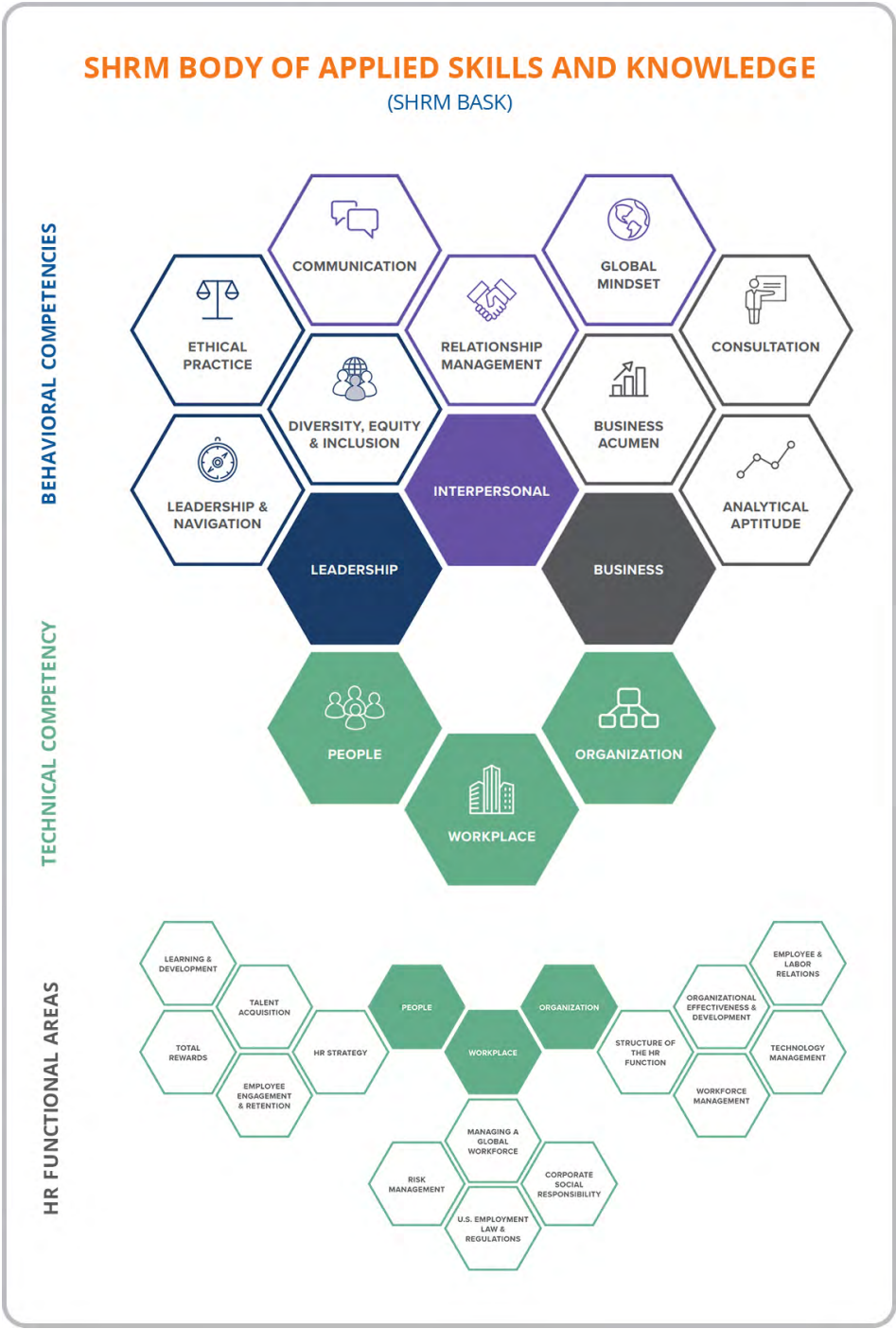
- To understand the HR career and career standards for the HR professionals.
- To understand the competency standards and adding more HR knowledge to the HR team.
- To know how to fulfill human resource responsibilities and contribute to building a high-performing human resource management system.
- To gain access to SHRM's learning materials (a full set of 4 books), and SHRM Learning System® integrated on SHRM's global network.
- Trained by experienced instructors who have been certified by SHRM.
- To have the opportunity to share, reflect, and learn with other colleagues.

To employers

- To build human resources strategy, and operate a more standardized and effective human resource management system.
- To manage and develop human resources more successfully to execute the organizational strategy and contribute to the sustainable development of the business.
- To contribute to building a high-standard working environment and turn the business into a desired workplace that creates a competitive advantage in the labor market.

CONTENT OUTLINES

The **IHRM program** is based on the SHRM BASK, the one single, comprehensive testing framework giving qualified professionals the recognition and flexibility to use their knowledge, skills and competencies anywhere their career takes them.



To develop the capacity of HR professionals, SHRM has conducted a program of research involving thousands of HR professionals to identify the critical competencies needed for success as an HR professional. This research led to the development of the SHRM Competency Model®, which defines **three clusters of key behavioral competencies** and **three domains of technical competencies**. The SHRM Competency Model® provides HR professionals with a comprehensive roadmap for developing the capabilities they need to advance their careers and improve their effectiveness in the workplace.

BEHAVIORAL COMPETENCIES

#	Including 9 Behavioral Competencies		
1	Leadership	Leadership and Navigation	The ability to direct and contribute to initiatives and processes within the organization
		Ethical Practice	The ability to integrate core values, integrity, and accountability throughout all organizational and business practices
		Diversity, Equity & Inclusion	The ability to create a work environment where individuals are treated fairly and with respect, and can use their abilities and qualities to contribute to the organization's success
2	Business	Business Acumen	The ability to understand and apply information with which to contribute to the organization's strategic plan
		Consultation	The ability to provide guidance to organizational stakeholders
		Analytical Aptitude	The ability to collect and analyze qualitative and quantitative data
3	Interpersonal	Relationship Management	The ability to manage interactions to provide service and to support the organization
		Global Mindset	The ability to value and consider the perspectives and backgrounds of all parties
		Communication	The ability to effectively exchange information with stakeholders

TECHNICAL COMPETENCIES

#	Technical Competencies (including 14 functional areas of HR)	
1	People	1. HR Strategy 2. Talent Acquisition 3. Employee Engagement 4. Learning and Development 5. Total Rewards
2	Organization	6. Structure of the HR function 7. Organizational Effectiveness and Development 8. Workforce Management 9. Employee and Labor Relations 10. Technology Management
3	Workplace	11. HR in the Global Context 12. Risk Management 13. Corporate Social Responsibility 14. US Employment Law and Regulations (*For U.S test participants only)

SHRM LEARNING SYSTEM®

Participants of the IHRM program will be provided with the access to the SHRM Learning System® - with interactive study tools, providing a comprehensive program that reflects the SHRM BASK. It features the most up-to-date and relevant study materials available today, including SmartStudy tools, learning modules in print or e-reader formats and extensive multimedia online resources accessible via mobile devices. This SHRM Learning System® is highly valued and used by HR professionals around the world.



Certificate

Participants will be provided a certificate by PACE Institute of Management after attending and completing at least 70% of the training program.

SHRM-CP/SHRM-SCP Certification

- Participants are encouraged to obtain SHRM-CP/SHRM-SCP Certification, a global HR professional credential awarded by SHRM. To achieve these SHRM credentials, participants need to take an international exam.
- For more information about SHRM-CP/SHRM-SCP Certification exams, please refer to the information on the next page and/or contact our Learning & Development Consultants of PACE as stated at the end of this brochure.

SHRM® CERTIFICATION

SHRM-CP® AND SHRM-SCP®

In the HR field, the best way to become a globally recognized professional in the HR field is to obtain the **SHRM-CP/SHRM-SCP Certification**.

- SHRM-CP (SHRM Certified Professional): for HR professionals who are primarily engaged in operational roles.
- SHRM-SCP (SHRM Senior Certified Professional): for HR professionals at a senior level who operate primarily in a strategic role.

Participants will register the exam with SHRM and make direct payment to SHRM. Below are the SHRM-CP / SHRM-SCP exam fees:

SHRM-CP and SHRM-SCP Certifications are the most recognized global standard in HR profession. These professional credentials prove your world-class competencies in the field of HR to ensure success in today's demanding business environment.

EXAM FEES	NONMEMBER PRICE	SHRM MEMBER PRICE
Exam fees (SHRM-CP & SHRM-SCP)	435 USD	335 USD
Reexamine fee	50 USD	50 USD
Retest fee	Full Exam fee	

The SHRM Learning System® 2024

The most trusted HR certification preparation tool is now available to prepare professionals for the SHRM-CP/ SHRM-SCP exams.

The SHRM Learning System® features the latest technology, including SmartStudy tools, learning modules in print or e-reader formats and online resources accessible via mobile devices. It has been and will continue to be the #1 HR certification preparation program, trusted by HR professionals around the globe.

PACE Institute of Management is highly respected for the pioneer work through empowering businesses in their management and developing leaders at all levels so that businesses can grow strongly in local and global markets.

PACE is well known for a comprehensive global partner system focus on management with **eight affiliated schools** (specializing in the fields of management, including general management, HR management, financial management, marketing management, sales management, production management, supply chain management, and project management), **eight member companies** (specializing in eight management areas), and **eight global partners** (the world's leading organizations in different management areas).

Since the establishment, PACE's mission has been to *develop high-performance leaders and certified professionals for business and society*.

To achieve its mission, PACE focuses on the following core services in management field: (1) **PACE Training**, (2) **PACE Consulting**, and (3) **PACE Books**.

In addition, since 2007 PACE has also initiated and managed **PACE Non-Profit Organizations** (PACE NPO) including a number of not-for-profit educational initiatives to realize PACE's mission in comprehensive and impactful ways.

With more than 20 years of experience in developing leaders and professionals for business and society, and with the first and unique global partner system of management in Vietnam, PACE provides powerful and applicable solutions to help leaders and their teams address important issues of businesses at all levels.



The quality of a leader is reflected in
the standards they set for themselves.

- Ray Kroc -

BE AN
HR PROFESSIONAL
WITH GLOBAL STANDARDS
AND A PIONEER IN ESTABLISHING
GLOBAL STANDARDS
FOR THE HR PROFESSION
IN VIETNAM!

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