

SPHRI-HRCI EXAM PREPARATION

“Strategic HR Leadership, Global Perspective, and Certification Excellence”

Schedule

Date	Venue	Fees (Face-to-Face)
11 – 15 May 2026	Dubai, UAE	USD 3495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

The Senior Professional in Human Resources – International (SPHRi®) certification, offered by the Human Resource Certification Institute (HRCI), is a globally recognized credential for senior HR professionals with strategic and leadership responsibilities. It validates advanced knowledge in HR strategy, policy development, and organizational leadership across international contexts.

This intensive 5-day exam preparation program is designed to equip participants with in-depth knowledge of the SPHRi® Body of Knowledge (BoK) and proven exam strategies. The program focuses on strategic HR leadership, global workforce management, governance, and business integration, reinforced through practice questions, case studies, and mock exams delivered in both English and Arabic.

Objectives

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

- Understand the structure and expectations of the SPHRi® certification exam
- Master the SPHRi® Body of Knowledge and strategic HR domains
- Align HR strategies with organizational and business objectives
- Apply advanced HR leadership concepts in global environments
- Strengthen decision-making and governance capabilities
- Apply effective exam strategies and time management techniques

Why Attend

- Prepare comprehensively for the SPHRi® certification exam
- Gain a globally recognized senior HR credential
- Enhance strategic HR leadership capabilities
- Improve professional credibility and career progression
- Practice with exam-focused questions and mock tests
- Benefit from bilingual instruction (English & Arabic)

Target Audience

This program is designed for:

- Senior HR professionals seeking SPHRi® certification
- HR managers, heads of HR, and HR business partners
- HR directors and senior HR leaders
- Professionals responsible for HR strategy and governance
- Individuals managing regional or global HR operations

Individual Benefits

Key competencies that will be developed include:

- Advanced strategic HR leadership skills
- Comprehensive understanding of global HR governance
- Improved confidence in executive-level HR decision-making
- Strong exam readiness and analytical skills
- Career advancement through senior HR certification
- Enhanced professional recognition and credibility

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger HR strategic alignment with business objectives
- Enhanced governance, policy development, and compliance
- Improved leadership of HR functions across regions
- Better workforce planning and talent strategies
- Increased organizational effectiveness and performance
- Higher professional standards within the HR function

Instructional Methodology

The course follows a structured and strategic learning approach:

- Strategy Briefings – In-depth coverage of SPHRi® strategic HR domains
- Concept Reviews – Advanced HR frameworks and leadership models
- Case Studies – Strategic HR decision-making scenarios
- Practice Questions – SPHRi®-style exam questions with explanations
- Mock Exams – Exam simulation and readiness assessment
- Exam Coaching – Test strategies, question analysis, and time management

MAWA EVENTS

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Course Outline

Detailed 5-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules Coffee Breaks: 09:30 & 11:15 Lunch Buffet: 01:00 – 02:00

Day 1: SPHRI® Overview & HR Strategic Leadership

Module 1: Introduction to SPHRI® Certification (07:30 – 09:30)

- SPHRI® exam structure and scoring
- Eligibility, recertification, and exam strategies
- Differences between PHRI® and SPHRI®

Module 2: Strategic HR Management

- HR strategy formulation and alignment
- Role of HR in organizational governance
- Global HR leadership

Module 3: HR Metrics, Risk & Compliance

- HR analytics and executive reporting
- Risk management and ethical governance
- Practice questions and review

Day 2: Workforce Strategy & Talent Management

Module 1: Workforce Planning & Succession Strategy

- Strategic workforce planning
- Leadership development and succession
- Global mobility considerations

Module 2: Talent Management & Engagement

- Talent strategy and retention
- Performance management systems
- Engagement and culture

Module 3: Practice Questions & Knowledge Review

Day 3: Learning Strategy, Total Rewards & Organizational Development

Module 1: Learning & Development Strategy

- Enterprise-wide learning strategies
- Leadership development programs
- Measuring learning effectiveness

Module 2: Total Rewards & Executive Compensation

- Compensation strategy and governance
- Benefits and rewards alignment
- Global compensation challenges

Module 3: Practice Questions & Case Analysis

Day 4: Employee Relations, Governance & Global HR Operations

Module 1: Employee Relations & Labor Strategy

- Strategic employee relations
- Conflict management and labor relations
- Managing workforce risk

Module 2: HR Governance & Global Operations

- Policy development and compliance
- Ethics and professional responsibility
- Managing HR across regions

Module 3: Practice Questions & Strategic Scenarios**Day 5: Exam Readiness, Mock Exam & Final Review****Module 1: Integrated Review of SPHRi® Domains**

- Strategic focus areas
- High-weight exam topics

Module 2: Mock Exam & Performance Review

- Exam simulation
- Feedback and improvement guidance

Module 3: Final Exam Strategy & Action Plan

- Exam-day preparation
- Certification application guidance
- Final Q&A

Certification

Participants will receive a Certificate of Completion in SPHRi® – HRCI Exam Preparation, validating their readiness to sit for the SPHRi® certification exam and their advanced knowledge of strategic human resource management aligned with HRCI standards.

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