

Human Resources Management Association

Advanced Human Resources Management Program

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MGMNT X 450.35 Strategic Human Resources Management

Leadership in the field of Human Resources requires much more skill and knowledge today than it has in the past. CEOs and boards have higher expectations for the role of the HR leader as a knowledgeable business partner and strategic leader. This course introduces the seasoned HR practitioner to areas of knowledge CEOs expect, and helps participants develop a comfort speaking the same language as other business leaders to effectively partner at the senior levels of the organization.

MGMNT X 450.36 Human Capital Management

This course focuses on the key business issues that affect productivity and effective delivery of human resources services in the changing business environment.

MGMNT X 482.203 Advanced Human Resources Management

This course is designed for HR professionals who wish to make an effective contribution at a strategic level in today's rapidly changing organizations.

[See all course details on the next page]



HUMAN RESOURCES
MANAGEMENT ASSOCIATION

The Voice of the HR Profession

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UCLA Extension

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ADVANCED HUMAN RESOURCES MANAGEMENT PROGRAM

Human Resources Management Program participants will have the options to start the program in any of the following quarters: March, June, or September 2016. The program is designed to be completed in one year of part-time study; however, students will have a maximum of two years to complete all three courses. The program consists of four units and 36 hours of instruction.

UCLA Extension instructors are industry experts, leaders, and professionals with extensive hands-on, practical experience, as well as academic credentials. All instructors go through a rigorous selection process and, once hired, receive extensive training and regular evaluation to ensure high-quality performance in the classroom. All business, management, and legal programs instructors are approved by UCLA's Anderson Graduate School of Management, home to one of the leading MBA programs in the country.

MGMNT X 450.35 Strategic Human Resources Management

- History of HR Management
- Identification and Analysis of Strategic Trends
- The Dynamics of Changing Technology
- Best Practices in HR Systems Design
- Financial Acumen for HR Professionals
- Mergers and Acquisitions Strategy
- HR Metrics
- ROI (return on investment) of Human Resources

MGMNT X 450.36 Human Capital Management

- Strategic Partnerships
- Globalization
- Cross-Functional Teams and Team-Based Work
- Core Competencies
- Re-Engineering
- The Virtual Workplace
- Identifying Key Customer Needs
- Positioning HR to Meet Customer Requirements
- The Changing Workforce
- Process Analysis
- Staffing Redesign
- Using Advanced Technology
- Becoming Strategic Partners in Effective Change

MGMNT X 482.203 Advanced Human Resources Management

- Advanced Communication and Negotiation Tactics
- Latest Trends in HR Metrics
- Strategies to Re-Engage Employees and Heighten Productivity
- Consultation, Coaching, Facilitation, and Leadership
- Development and Succession Planning
- Planning and Implementing a Succession-Management Program
- Multi-Generational Issues
- Implementing a Retention Strategy
- Advanced HR Management Skills
- Class Discussions, Presentations, Case Studies, Role Plays, and Practical Applications

Please visit www.hrma.ca for registration and more details.

Program participants must successfully complete all three courses with a grade of "C" or above to receive a UCLA Extension Certificate of Completion for the Advanced HR Management Program. If you successfully complete the program, you also become eligible to receive an Advanced HRM Certificate and Advanced HRM Certificate Badge from HRMA. For HRMA certificate and badge, you will need to pay the Certificate Fee and submit your UCLA Extension Certificate of Completion to pd@hrma.ca.

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