

# HR TRANSFORMATION CERTIFICATE

Today's best companies realize that HR isn't simply about operations and benefits administration. Rather, it has the power to transform an organization by delivering competitive advantage through its most critical asset: people.

Developed by faculty experts from one of the world's top HR schools, this unique certificate program is designed to equip human resources leaders at all levels to add strategic value and insights to an organization, develop meaningful consulting relationships with company stakeholders, and align HR initiatives with business strategy.

Courses focus on HR innovation and relevance, with topics ranging from people analytics to enhancing the employee experience with design thinking principles. They also address pressing issues and challenges around how to manage virtual teams and leverage technology to attract and retain a productive workforce.

Ultimately, the program is a great launch point for any leader interested in elevating HR to a more strategic and innovative business function at the heart of an organization.

## Key Takeaways

- Develop an HR strategy aligned to organizational objectives
- Manage HR initiatives that maximize employee performance and drive business outcomes
- Define HR metrics and measurements that tie to an organization's needs
- Use people analytics to support decision making
- Develop consultative relationships that provide value to business stakeholders
- Diagnose workforce issues and work with internal clients to identify appropriate solutions
- Enhance the employee experience using design thinking concepts
- Use social media to identify and attract talent
- Communicate an employer brand and understand talent's perceptions and expectations of an employer
- Assess individual, job, and business characteristics to develop a remote workforce strategy
- Lead HR change and transformation initiatives

## What You'll Earn

- HR Transformation Certificate from Cornell ILR School
- 48 Professional Development Hours (4.8 CEUs)

## Who Should Enroll

- CEOs and business executives who work with HR leaders
- CHROs and executive-level HR professionals
- HR managers and directors
- HR professionals seeking to advance to management positions

## Total Investment

- 3 months to complete all the courses

## How to Enroll

For more information on how to enroll, please visit HR Transformation Certificate (<https://ecornell.cornell.edu/certificates/human-resources/hr-transformation/>).

## Courses

Code	Title	Hours
eCornell ILRHR529	Consulting Skills for Internal HR	0
eCornell ILRHR552	Aligning HR Strategy with Organizational Strategy	0
eCornell ILRHR557	Using Design Thinking in HR	0
eCornell ILRHR562	Finding and Managing Talent Through Social Media	0
eCornell ILRHR563	Creating and Sustaining Remote Work Programs	0
eCornell ILRHR582	Strategic Talent Analytics	0