




**30 April - 2 May 2025  
Monomotapa Hotel  
Harare**

# **CERTIFIED INTERNATIONAL HUMAN RESOURCE MANAGER (CIHRM)**

This certification program is a core certification program of the American Certification Institute. CHRM is the Level 1 certification of ACI HR MANAGEMENT CERTIFICATION SERIES. Human Resource Management is the strategic and coherent approach to the management of an organisation's human capital.



**Kevin Wheeler**  
Certification Trainer  
International (USA) 

## **Overview**

As the business world continues to evolve at an unprecedented pace, the need for skilled and adaptable HR professionals has never been greater. Organizations require HR leaders who can navigate the complexities of managing people in a global marketplace, fostering employee engagement and productivity while driving organizational success.

The Certified Human Resources Manager (CIHRM) certification is the pinnacle of professional excellence for HR practitioners worldwide. Recognized by leading organizations and respected industry peers, the CIHRM credential signifies an advanced level of expertise in HR management, and delivers numerous career benefits that can elevate your professional status and distinguish you in the competitive HR landscape.

The CIHRM certification not only elevates your individual career prospects but also brings a wealth of benefits to the organizations you work for. With a certified HR professional at the helm, companies can expect to reap the rewards of improved HR practices and enhanced organizational performance, processes and decision-making.

## **Investment**

**\$ 1500.00 USD Per Individual Covering:**

Training Materials, 3 Days  
Physical Classes, Teas, Lunch, Online  
Exam, CIHRM certification & 18 CPD

## **Banking Details**

Bank Name: CBZ Bank Limited  
Account Name: Insightful Professionals  
Account No ZiG: 12027088230020  
Account No FCA: 12027088230010  
Branch Name: Robert Mugabe Branch  
Branch Code: 6114

**FOR TRAINING BOOKINGS AND IN-HOUSE TRAINING CONTACT US ON:  
+263 78 320 8697**

**[www.insightfulprofessionals.com](http://www.insightfulprofessionals.com) | [info@insightfulprofessionals.com](mailto:info@insightfulprofessionals.com)**



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By implementing best practices learned through the CIHRM certification, HR professionals can drive growth, increase efficiency, and reduce risks across the organization. From improving talent management and succession planning to optimizing compensation and benefits packages, the knowledge and skills gained through the CIHRM certification can help organizations achieve their strategic objectives and stay competitive in today's rapidly evolving business environment.

## Foundations, Workforce Planning, and Emerging Trends

### Module 1: The History and Future of HR

Objective: Understand the evolution of HR and its strategic role in modern organizations.

- The origins of HR: From personnel management to strategic HR.
- Key milestones in HR history.
- The future of HR: Trends shaping the profession (e.g., remote work, gig economy, automation).
- The role of HR in driving organizational success.

### Module 2: Workforce Planning and Talent Intelligence

Objective: Learn how to align workforce planning with organizational goals.

- Workforce planning fundamentals.
- Talent intelligence: Leveraging data for strategic workforce decisions.
- Scenario planning and forecasting talent needs.
- Succession planning and talent pipelines.

### Module 3: Artificial Intelligence in HR

Objective: Explore how AI is transforming HR practices.

- Introduction to AI in HR: Applications and benefits.
- AI in recruitment, performance management, and employee engagement.
- Ethical considerations and challenges of AI in HR.
- Tools and technologies for HR professionals.
- Future of AI in learning and development and recruitment

### Module 4: HR Analytics

Objective: Understand the value of data for informed decision-making.

- Introduction to HR analytics and key metrics.
  - o Data collection, analysis, and visualization.
  - o Descriptive and predictive analytics in HR.
  - o Case studies: Using analytics to solve HR challenges.

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## Talent Development, Hiring, and Onboarding

### Module 5: Coaching and Leadership Development

Objective: Equip HR professionals with coaching skills to develop leaders.

- The role of coaching in HR.
- Coaching models and techniques.
- Building a coaching culture in organizations.
- Leadership basics and examples
- Leadership styles

### Module 6: Learning and Development

Objective: How to design effective L&D programs to enhance employee skills.

- Adult learning principles and instructional design.
- E-learning, microlearning, and blended learning approaches.
- Measuring the impact of L&D initiatives.
- Upskilling and reskilling for the future workforce.
- The role of AI in L&D

### Module 7: Career Development

Objective: Support employees in achieving their career goals.

- Career pathing and development frameworks.
- Mentorship and sponsorship programs.
- Internal mobility and talent retention strategies.
- Tools for career development planning.



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### Module 8: Assessment and Hiring

Objective: Master the art of hiring the right talent.

- Job analysis and competency frameworks.
- Finding and hiring the right people
- Recruitment strategies and employer branding.
- Assessment tools: Psychometrics, situational judgment tests, and structured interviews.
- AI in sourcing, assessment, and candidate engagement

### Module 9: Onboarding

Objective: Create an effective onboarding experience for new hires.

- The importance of onboarding for employee retention.
- Designing an onboarding program: Pre-boarding to post-boarding.
- Role of technology in onboarding.
- Measuring onboarding success.

## Ethics, Decision-Making, and Employee Engagement

### Module 10: Ethics in HR

Objective: Understand the ethical challenges in HR and how to address them.

- Ethical frameworks and decision-making in HR.
- Handling workplace conflicts and whistleblowing.
- Privacy and data protection in HR.
- Promoting a culture of integrity and accountability.
- Case studies and examples



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## Module 11: Decision-Making in HR

Objective: Enhance decision-making skills for HR professionals.

- Decision-making types and benefits of each
- Data-driven vs. intuitive decision-making.
- Tools and techniques for effective decision-making.
- Managing biases in HR decisions.
- Case studies: HR decision-making in complex scenarios.

## Module 12: Performance Management

Objective: Develop strategies for effective performance management.

- Modern performance management systems.
- Continuous feedback and check-ins.
- Goal setting and performance metrics.
- Addressing underperformance and fostering growth.



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## Module 13: Employee Motivation and Engagement

Objective: Learn how to create a motivated and engaged workforce.

- Theories of motivation (e.g., Maslow, Herzberg, Self-Determination Theory).
- Employee engagement strategies and best practices.
- Recognition and rewards programs.
- Measuring and improving employee engagement.

## Module 14: Teams and Teamwork

Objective: Foster collaboration and high-performing teams.

- Characteristics of effective teams.
- Team dynamics and conflict resolution.
- Building trust and psychological safety.
- Tools for virtual and hybrid team collaboration.

## Course Delivery Methods:

- Interactive lectures and presentations.
- Group discussions and case studies.
- Hands-on workshops and role-playing exercises.



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**CERTIFICATION TRAINER PROFILE**

**Kevin Wheeler**

**United States of America **



Kevin Wheeler is a futurist, writer, and human resource, talent acquisition and learning and development advisor and consultant to many Fortune 500 companies. He is the founder of Global Learning Resources, Inc. and The Future of Talent Institute. He speaks and writes frequently about the future of talent acquisition and Human Resources. He has been an adjunct professor at San Francisco State University and the University of San Francisco. He teaches courses on human resources, artificial intelligence, and talent management globally. He is the author of two books, the most recent "Talent Acquisition Excellence: Using Digital Capabilities and Analytics to Improve Recruitment." He also authors a weekly newsletter on the future of talent acquisition and HR. He is a frequent speaker at events globally and is a director of the Australasian Talent Conference in Australia.

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# REGISTRATION FORM

**Name of the Course:**

**BANK NAME: CBZ | INSIGHTFUL PROFESSIONALS**

**AUTHORISING PERSON: ACCOUNT NUMBER FCA: 12027088230010| ZiG: 12027088230020**

<b>Full Names:</b>	
<b>Designation:</b>	
<b>Email Address:</b>	
<b>Company Name:</b>	
<b>Postal Address:</b>	
<b>Postal Code:</b>	
<b>City &amp; Country:</b>	
<b>Nature of Business:</b>	
<b>Date:</b> .....	
<b>Signature:</b> .....	

**By completing and signing the registration form, you acknowledge and accept the terms and conditions**

### DELEGATE/S INFORMATION

Name	Designation	Mobile Number	Email Address

**Terms and Conditions:**

1. Full payment must reflect in our bank account 3 working days prior to the event, Insightful Professionals Academy reserves the right to move the delegate to the next available event should the payment not be received 3 days prior to the event.
2. Cancellations must be made 21 days prior to the event, cancellations received up to 21 days prior to the event will 50 % refund of the conference fee, cancellation received between 21 days and the date event will forfeit the full conference fee, delegate substitute can be made at any time at no addition cost
3. In case of event postponement or rescheduling, no refund will be made, arrangements for attending the next available event will be considered and Insightful Professionals Academy reserves the right to make such decisions.
4. In the event of a registered delegate not attending the event (no show), no refund will be provided. It is the delegate's responsibility to inform Insightful Professionals Academy of any changes in attendance prior to the event, as per the cancellation policy.
5. Insightful Professionals Academy reserves the right to refuse entry or remove any delegate who behaviour is deemed inappropriate or disruptive.
6. By attending the event, delegates grant permission to Insightful Professionals Academy to use any photographs or video footage taken during the event for marketing.
7. Insightful Professionals Academy is not responsible for any loss or damage to personal belongings during the event.
8. All materials provided during the event, including but not limited to presentations, documents and videos, are the intellectual property of Insightful Professionals Academy or the respective speakers. Unauthorized use, distribution, or copying of these materials is strictly prohibited.
9. Insightful Professionals Academy reserves the right to make changes to program, including venue, speakers, topics and schedule without prior notice.
10. Insightful Professionals Academy does not guarantee specific results or outcome from attending the event. The views and opinion expressed by speakers, sponsors or other attendees are their own and do not necessarily reflect the views of Insightful Professionals Academy.