

G2nd Systems® is happy to announce the Winter GPHR Preparation Course beginning February 2020. The instructor-led course will meet online. The HRCI GPHR professional certification is accredited by the National Commission for Certifying Agencies (NCCA). NCCA is the accrediting body of the Institute for Credentialing Excellence (formerly the National Organization for Competency Assurance).

There are several advantages to getting a GPHR certification:

- ✓ Prove your commitment to the HR profession while taking on new responsibilities locally and globally
- ✓ Demonstrate to the international business community that you are prepared to assume HR responsibilities anywhere
- ✓ Become recognized as a credible and respected source of information on core international HR practices

Student eligibility criteria for the GPHR exam requires global HR experience* with one of the following at a minimum:

- ✓ 2 year of experience in a global professional-level HR position, plus a Master's degree or higher
- ✓ 3 years of experience in a professional-level HR position (at least 2 in global HR), plus a Bachelor's degree
- ✓ 4 years of experience in a professional-level HR position (at least 2 in global HR), plus a high school diploma

* Global HR experience means candidate has (or has had) direct cross-border HR responsibilities for two or more countries or regions.

Bonus introduction: February 19, 2020
One Hour: 2:00-3:00PM Central / Noon-1:00PM Pacific

14-week online course (25 classroom hours)**
Beginning: February 26, 2020

Wednesdays 11:00AM-12:30PM Central / 9:00AM-10:30AM Pacific

Thursdays 6:00-7:30PM Central / 4:00-5:30PM Pacific

** through April, 2020 (includes Post-course 2-hour Bonus Session Intensive Review)

Cost: \$1700* (includes materials)**

Materials: IHRM Policies & Practices for Multinational Enterprises textbook (2016 Edition); GPHR 6-workbook set: Strategic HR management; Global Talent Acquisition & Mobility; Global Compensation & Benefits; Talent & Organizational Development; Workforce Relations & Risk Management; and Extra-GPHR Section Review; GPHR terminology audio/media; unlimited online access to class session recordings; 600+ GPHR exam practice questions, plus Mid-terms & 2 Final exams.

***plus shipping and handling fees

For more information, please contact:

Lorelei Carobolante, GLOBAL MBA, GPHR, SHRM-SCP, SCRP, SGMS-T
Email: Info@G2nd.com Tel: +1.775.277.3800

Apply for GPHR test: www.hrci.org/our-programs/our-certifications/gphr
Click on the "Apply" button and follow instructions.

GPHR Open Registration Period: Up to 15 business days to confirm eligibility

GPHR Year-round Testing Dates: Open testing through December 31, 2020

Enroll in this GPHR course: Contact G2nd Systems - Info@G2nd.com

About the Instructors

Lorelei Carobolante, Global MBA, GPHR, SCRP, SGMS-T, SHRM-SCP leads G2nd Systems, a Global HR Research and Development Consultancy dedicated to improving employee engagement and organizational effectiveness in globally diverse workplaces by providing consulting, education and technology solutions for non-native and native English speakers. She is a Registered Expert & US TAG Chair for ISO TC/260 HR Management, WG8 Diversity & Inclusion leadership team member, WG1 Terminology & WG2 Metrics, Expert Panelist the Global D&I Benchmarks; and selected by SHRM to serve as Lead Subject Matter Expert for the SHRM HRMP Learning System and on their Global Special Expertise Panel. She has published numerous articles related to global, strategic HRM trends; workforce collaboration, languages and intercultural communication.



Sandy Jeanquart Miles, PhD, SPHR, GPHR, Academic Fellow CIPD and Hutchens Distinguished Professor, teaches human resource management in the Bauernfeind College of Business at Murray State University, Murray, Kentucky. She is ISO TC/260 HRM WG 5: Recruitment leader; a WG 2: Metrics leadership team member; and U.S. Technical Advisory Group Vice Chair. As a recognized global HR thought leader, Sandy has served in leadership capacities at local, state, national, and international levels to advance HR practices and processes. She has published numerous articles related to the advancement of global, strategic human resources, building human and organizational capital, and has led many speaking engagements in these areas as well.



About G2nd Systems®

We are a leading Global HR Research and Development Consultancy that improves quality and equity in globally diverse workplaces by providing products and services that enhance workforce communications across non-native and native English speakers. Our highest priority is to enable inclusive communication across multiple cultures simultaneously. Subject Matter Expertise: global strategic HR, workforce communication, workplace English proficiency testing and benchmarking, diversity and inclusion, workforce mobility and HR training. We identify gaps in workplace communications and organizational effectiveness, and provide focused interventions to ameliorate those gaps and reduce associated risks (including those influenced by unconscious bias).

Our validated, proprietary methodologies and technologies improve employee engagement, collaboration and knowledge transfer across diverse teams through our Global 2nd Language® Online Platform™ assessments and processes: Global Second Language® learning systems (culturally-neutral GSL® English™, GSL® Accent Clarity™, GSL® Focus-On-Writing™, and Your Perspective Matters™), GSL® Translation™ alignment, D&I training (with cultural sensitivity), HRM standards development, exam preparation and HR initiative consulting. We enable organizations to measurably enhance stakeholder relationships, employee engagement, team productivity, change management effectiveness, and leadership competencies.