

G2nd Systems® is happy to announce the Winter 2023 GPHR Preparation Course beginning October 2023. 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: October 11, 2023**

**One Hour: 11:00-12:00PM Central | 9:00AM-10:00AM Pacific**

**17-week online course (33 classroom hours)\*\***

**Beginning: October 18, 2022**

**Generally, meets twice weekly**

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

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

\*\* through January, 2024 (includes Post-course 2-hour Bonus Session Intensive Review)

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

**Materials:** IHRM Policies & Practices for Multinational Enterprises textbook (2022 Edition) by Tarique, Briscoe, and Schuler; HR Review GPHR 6-workbook set. Additional learning materials include: unlimited online access to G2nd Systems class session interactive recordings, which include comprehensive review of hundreds of GPHR practice exam questions associated with each HRCI GPHR Content Outline area, with G2nd Systems specialized test taking skill development; updated global HR resources (cultural and change management models, ethics and behavioral theories, extra-territorial law trends and compliance applications); HR Review GPHR terminology audio & print media; HR Review GPHR Online Practice Exams; G2nd Systems Mid-term advanced practice exams with scoring/review; and G2nd Systems 140-question Final Practice Exams with scoring/review.

\*\*\*plus shipping and handling fees

**For more information, please contact:**

Lorelei Carobolante, GLOBAL MBA, GPHR, SHRM-SCP, SCRP, SGMS-T

Email: [Info@G2nd.com](mailto:Info@G2nd.com) Tel: +1.775.277.3800

## 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 quality and equity in globally diverse workplaces by providing consulting, education and technology that enhance workforce effectiveness across non-native and native English speakers. She is a Registered Expert and US TAG Chair for ISO TC/260 HR Management, and Project Leader for ISO/AWI:30415 HRM Diversity & Inclusion and ISO/TS 30410 HRM Impact of Hire. Expert Panelist for the 2016 Global D&I Benchmarks; and was 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 impact and effectiveness trends; workforce collaboration and Diversity & Inclusion.



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.

Apply for GPHR test: [www.hrci.org/our-programs/our-certifications/gphr](http://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

Enroll in this GPHR course: Contact G2nd Systems - [Info@G2nd.com](mailto:Info@G2nd.com)

**GPHR Preparation ↔ Measurable Results**