

G2nd Systems® is happy to announce the Winter 2026 GPHR Preparation Course beginning January 2026. 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.

## About the Instructors

Lorelei Carbolante, Global MBA, GPHR, SCRP, SGMS-T, SHRM-SCP, a global human capital management consultant-practitioner and ISO Registered Expert, leads G2nd Systems, a professional services consulting firm. Lorelei manages local subsidiary and international assignment employees across 15 countries. Chair, ISO TC/260 HR Management USA; Convenor ISO 30201 HRM System Requirements, Convenor TC260 HRM CPT, and works with other ISO and HR-related international standards. Received the ANSI Meritorious Service Award in 2024 for her significant contributions to voluntary standardization, particularly in the area of ISO management. She has published numerous articles related to global, strategic HRM impact and effectiveness trends; workforce collaboration and people-centered HRM.



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.

**Bonus introduction: January 14, 2026**

**One Hour: 2:00-3:00PM Central | 12:00-1:00PM Pacific**

**17-week online course (27.5 classroom hours)\*\***

**Beginning: January 21, 2026**

**Generally, meets twice weekly**

**Wednesdays 5:30-7:00PM Central / 3:30PM-5:00PM Pacific**

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

**\*\*through March, 2026 (includes Post-course 2-hour Bonus Session Intensive Review)**

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

**Materials:** \*Course materials: International Human Resource Management - Policies & Practices for Multinational Enterprises textbook (2022 Edition) by Tarique, Briscoe, and Schuler; HRCI GPHR specialized online materials with the following sections (aligned to HRCI GPHR scoring percentage weights): Strategic Global HR Resources (25%); Global Talent Management (20%); Global Mobility (15%); Workplace Culture (15%); Total Rewards (15%); Risk Management and Compliance (10%). 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); HRCI GPHR terminology; HRCI GPHR Online Practice Exams; G2nd Systems Mid-term advanced GPHR practice exams with scoring/review; and G2nd Systems Final GPHR Practice Exams with scoring/review.

**\*\*\*plus shipping and handling fees**

**For more information, please contact:**

**Lorelei Carbolante, GLOBAL MBA, GPHR, SHRM-SCP, SCRP, SGMS-T**

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**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

**GPHR Preparation ⇔ Measurable Results**