



## Executive Certificate in HR Leadership

The Executive Certificate in HR Leadership is an elite online program from Cornell University's School of Industrial & Labor Relations and eCornell developed for senior and executive-level human resources professionals, and individuals preparing to assume senior HR positions. The program is designed to build your business leadership skills and strengthen your ability to positively impact your organization's business strategy.

The experience consists of two 8-week courses and two 5-week courses, as well as an independent portfolio course that runs for the duration of the program. In addition, students participate in at least four 1-hour webcasts and periodic online meetings with a portfolio advisor.

Completion of this program qualifies students to receive 9 graduate credit hours in Human Resources Leadership from the ILR School at Cornell University and 96 recertification credits or strategic management recertification credits from the Human Resources Certification Institute (HRCI).

### Who Should Enroll

This certificate program is designed for HR directors, VPs, and executive-level HR professionals, and individuals preparing to assume senior HR leadership positions.

This is one of the few eCornell programs that includes a selection process for admission. To participate in this program, candidates must have:

- a 4-year Bachelor's degree, or a comparable non-US degree, and
- at least 3 years of relevant HR work experience. If you do not have 3 years of HR experience, then you are required to have completed the Master Certificate in Human Resources.

### Total Investment

Certificate Pricing: \$9,800

**To register today, visit [eCornell.com](https://ecornell.com) and click the Talk to us now button to contact an enrollment counselor**



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CHAT

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## About the Program:

- Courses begin each month, so you can start whenever you're ready. You can take the courses back to back or take time off between your courses.
- Students typically spend 5-7 hours per week on coursework.
- Lectures, text transcripts, readings, discussions, and projects are accessible 24 hours a day.
- You will be evaluated by multiple choice quizzes, instructor-moderated discussion board posts on topics, and your independent portfolio.
- Expect plenty of opportunities for collaboration and networking with your portfolio advisor.

*Earn your Cornell credential in as little as seven months.*

## Courses Include:

### Strategic HR Practices

This course explores HR's leadership role in guiding organizational strategy. You'll learn how to demonstrate leadership to influence various strategic, ethical, legal, and financial (SELF) outcomes through HR policy. You'll create a vertical-alignment strategy for the organization built around improving decision-making processes, accurately predicting outcomes, refining processes, even going so far as to drive profits.

### Managing for Execution

Proper human resource allocation doesn't always guarantee ideal performance. This course encourages you to take on a coaching mindset when managing employee proactivity. This will also require strategic negotiation skills and tactical smarts. Coaching complements supervision and how to avoid common coaching mistakes.

### Change Leadership

Develop the essential skills to identify opportunities for change and implement initiatives by learning how to craft a change agenda to establish expectations and set a course for action, understand the political motivations of others in the organization, negotiate for their support, and mobilize others to achieve action.

### Managing Global Employment Issues and Work Practices

Acquire vital knowledge in the advanced HR topics of international employment issues, employee relations, alternative dispute resolution, and managing organizational conflict to broaden your understanding of key HR practices and strategies. Design and implement an integrated management system that increases efficiency, productivity, and profitability through the introduction of high-performance work practices (HPWP).

### Application into Practice

The portfolio is the main body of work that you will present for your final grade. It is a comprehensive project, led by your Portfolio Advisor, which documents your goals to help you take your HR certificate training and use it to improve your job performance and reach career objectives.

