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SYLLABUS FOR CERTIFIED HR TRANSFORMATION & DIGITAL STRATEGY LEADER (CHRTDSL)®

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

PROGRAM DESCRIPTION

The **Certified HR Transformation & Digital Strategy Leader (CHRTDSL)**® certification is designed for senior HR professionals and organizational strategists who aim to lead enterprise-wide HR transformation initiatives through digitalization, automation, and strategic workforce enablement. This certification validates expertise in HR digital strategy, change enablement, HRIS optimization, people analytics, AI/automation, and agile workforce solutions aligned with future-of-work trends.

Participants are equipped to lead digital HR evolution, manage strategic realignment of the HR function, and deliver high-impact transformation across the entire employee lifecycle.

COURSE LEARNING OUTCOMES

Upon completing the CHRTDSL® certification, participants will be able to:

1. Design and execute digital HR transformation strategies aligned with organizational goals.
2. Leverage HR technology platforms, tools, and automation for improved performance.
3. Apply change management principles to digital HR adoption.
4. Lead implementation of cloud-based HR systems, AI tools, and people analytics.
5. Manage cross-functional transformation teams and vendor partnerships.
6. Assess HR digital maturity and establish transformation KPIs and ROI metrics.
7. Embed digital thinking and agile HR practices across all HR functions.
8. Drive cultural readiness for HR innovation and workforce enablement.



TARGET AUDIENCE

- HR Directors and VPs
- HR Transformation and Digital Officers
- People Analytics and Workforce Strategy Leaders
- HR Technology & HRIS Managers
- HR Consultants and Change Practitioners
- CHROs and Organizational Effectiveness Leaders

EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

The increasing digitization of HR has created a rising demand for HR professionals with expertise in digital strategy and transformation. According to the U.S. Bureau of Labor Statistics (BLS), HR Manager roles are expected to grow by 7% through 2032, faster than the average for all occupations.

Average salary for HR Transformation Leaders and CHROs with digital skills ranges from \$120,000–\$210,000, with top corporate roles exceeding \$250,000 annually. (Sources: SHRM, LinkedIn Jobs, HRTech Outlook)

CAREER PATHS FOR CHRTDSL® HOLDERS

- Director/VP of HR Transformation
- HR Digital Strategy Consultant
- Global Head of People Technology
- Change Enablement Lead
- HR Innovation & Automation Director
- Strategic HR Business Partner
- Chief Human Capital or Workforce Strategy Officer



MODULES AND SUBMODULES

Module 1: Foundations of HR Digital Transformation

- 1.1 HR's Role in Enterprise Digital Strategy
- 1.2 Drivers of HR Transformation and the Future of Work
- 1.3 Building a Digitally-Ready HR Function

Module 2: HR Technology Ecosystem

- 2.1 HRIS, HCM, and Cloud Platforms (Workday, SAP SuccessFactors, Oracle)
- 2.2 HR Tech Selection, Implementation, and Integration
- 2.3 Vendor Evaluation, RFPs, and ROI

Module 3: Digital Strategy and Agile Workforce Planning

- 3.1 Workforce Digitization and Agile HR Design
- 3.2 Strategic Workforce Planning Using AI
- 3.3 Workforce Segmentation and Dynamic Capacity Planning

Module 4: People Analytics and Data-Driven HR

- 4.1 Building a People Analytics Framework
- 4.2 Data Governance, Privacy, and Ethics in HR
- 4.3 Predictive Analytics for Retention and Productivity

Module 5: Automation, AI, and Intelligent HR Ops

- 5.1 RPA in HR Processes (Recruitment, Onboarding, Payroll)
- 5.2 AI Chatbots and NLP for Employee Support
- 5.3 AI Use Cases in Learning, Talent Mobility, and Succession

Module 6: Change Management and Digital Adoption

- 6.1 Organizational Readiness for HR Transformation
- 6.2 Stakeholder Engagement and Communication
- 6.3 Adoption Roadmaps and Change Enablement Tools

Module 7: Employee Experience and Journey Mapping

- 7.1 Designing the Digital Employee Experience (EX)
- 7.2 Touchpoints, Personas, and EX Metrics
- 7.3 Feedback Loops, Surveys, and Experience Optimization

Module 8: Leadership Alignment and Governance

- 8.1 Building Transformation Steering Committees
- 8.2 Defining Governance and Reporting Structures
- 8.3 Training and Capability Building for Leaders

Module 9: Measuring HR Transformation Impact

- 9.1 Transformation KPIs, Dashboards, and Balanced Scorecards
- 9.2 Cost-Benefit Analysis of Digital HR Initiatives
- 9.3 Reporting ROI to Executives and Boards

Module 10: Capstone – HR Digital Transformation Roadmap

- 10.1 Assessing HR Maturity and Identifying Gaps
- 10.2 Designing a 12-Month Digital Strategy Blueprint
- 10.3 Peer Review, Feedback, and Final Presentation

CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One retake permitted within 3 months
- **Exam Mode:** Online, timed, and proctored

CERTIFICATION TESTING OUTCOMES

This certification tests for key competencies, including:

- Strategic alignment of HR transformation initiatives
- Technical proficiency with modern HR platforms and tools
- Capability to apply analytics and automation in HR
- Competence in managing organizational change and transformation programs
- Mastery of employee experience mapping and digitization



ACCREDITATION AND RECOGNITION

The **CHRTDSL®** certification is accredited by **AGILE-HRP®**, and recognized globally across government agencies, Fortune 500 companies, HR technology firms, and public/private institutions. It meets global frameworks, including **ISO 30414** (Human Capital Reporting), **ISO 30408** (Guidelines on Human Governance), and aligns with SHRM and HRCI domains of knowledge.

CERTIFICATION DELIVERABLES

- Official Printed & Digital Certificate: **Certified HR Transformation & Digital Strategy Leader (CHRTDSL)®**
- Digital Badge (verifiable and LinkedIn-ready)
- HR Transformation Toolkit (Roadmaps, RPA Use Cases, Vendor Scorecards)
- Access to AGILE-HRP® Alumni & Global Leadership Community
- 30 CEUs and priority access to summits and roundtables

PROGRAM FORMAT

- **Length:** AS NEEDED
- **Mode:** Online (Self-Paced + Live Sessions)
- **Includes:** Case Studies, Hands-On Projects, Instructor Support


ELIGIBILITY CRITERIA:

- 3+ years of HR or Digital Strategy experience
- OR Bachelor's degree or professional equivalent
- Familiarity with HR technologies or transformation initiatives

NEED ASSISTANCE?

For queries or certification support:

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