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## SYLLABUS FOR CERTIFIED REMOTE & GLOBAL HR MANAGER (CRGHRM)®

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



# PROGRAM DESCRIPTION

The **Certified Remote & Global HR Manager (CRGHRM)®** certification is designed to equip HR professionals with the advanced capabilities to manage diverse, distributed, and global workforces in today's remote and hybrid work environment. As organizations expand beyond borders and adapt to virtual-first operations, HR leaders must possess competencies in international compliance, cross-cultural communication, digital onboarding, global mobility, and virtual performance management.

This certification delivers a strategic, hands-on curriculum for managing HR functions across continents, while ensuring employee engagement, operational continuity, and legal compliance.

## COURSE LEARNING OUTCOMES

Upon successful completion of this certification, participants will be able to:

1. Lead and manage remote and global HR teams effectively.
2. Develop strategies for virtual recruitment, onboarding, and engagement.
3. Ensure international HR compliance across various legal jurisdictions.
4. Facilitate remote learning, talent mobility, and global workforce planning.
5. Implement digital performance management and compensation structures.
6. Address cross-cultural issues and remote employee well-being.
7. Align remote/global HR strategy with broader organizational goals.



# TARGET AUDIENCE

- HR Managers & Business Partners
- Global Mobility Specialists
- Remote Work Coordinators
- Talent Development Leaders
- International HR Consultants
- Regional HR Directors
- Global Compensation & Benefits Managers

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

The BLS projects over 70% of HR leaders now support hybrid or remote workforces, with international HR and remote workforce management skills seeing projected job growth of 9% through 2032. Certified global HR professionals earn median salaries ranging from \$90,000 to \$135,000, depending on experience and industry.

## CAREER PATHS FOR CRGHRM® HOLDERS:

- Global HR Manager
- Remote Workforce Strategy Consultant
- Global Talent Acquisition Lead
- Cross-Border Compliance Officer
- Remote Employee Experience Manager
- Director of Global People Operations
- Regional HR Director – EMEA/APAC



# MODULES AND SUBMODULES

## **Module 1: Fundamentals of Remote and Global HR Management**

- 1.1 Remote Work Trends and Globalization
- 1.2 HR's Evolving Role in Virtual Workforces
- 1.3 Managing Across Borders: Global HR Landscape

## **Module 2: International Employment Law and Compliance**

- 2.1 Key Global Labor Laws (e.g., GDPR, ILO, EU Directives)
- 2.2 Cross-border Employment Contracts
- 2.3 Payroll, Benefits, and Tax Compliance Internationally

## **Module 3: Remote Talent Acquisition & Digital Onboarding**

- 3.1 Global Remote Recruitment Best Practices
- 3.2 Virtual Interviewing and Hiring Tools
- 3.3 Remote Onboarding, Documentation, and Culture Induction

## **Module 4: Global Workforce Planning & Mobility**

- 4.1 Talent Mobility Strategies and Policies
- 4.2 Visa, Immigration, and Relocation Compliance
- 4.3 Contingent, Offshore, and Gig Workforce Models

## **Module 5: Cross-Cultural Management and DEI**

- 5.1 Understanding Global Cultures and Work Norms
- 5.2 Building Inclusive Remote Teams
- 5.3 Managing Language and Time-Zone Differences

## **Module 6: Virtual Performance Management & Appraisals**

- 6.1 Digital Goal Setting and Feedback Loops
- 6.2 Remote Performance Evaluation Tools
- 6.3 Employee Recognition and Productivity Measurement

## **Module 7: Remote Compensation, Benefits & Wellness**

- 7.1 Equitable Compensation for Global Teams
- 7.2 Remote Benefits Administration (Health, PTO, etc.)
- 7.3 Promoting Remote Employee Wellness & Mental Health

## **Module 8: Technology for Remote & Global HR Operations**

- 8.1 HRIS and Global HR Tech Platforms
- 8.2 Employee Self-Service, Chatbots & AI Tools
- 8.3 Secure Data Management and Collaboration Platforms



# CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One free retake allowed within 3 months
- **Delivery Mode:** Online (Remote Proctored)

## CERTIFICATION TESTING OUTCOMES (SKILLS AND COMPETENCIES):

This certification tests participants' ability to:

- Strategically manage remote and global HR operations
- Interpret and apply international HR compliance standards
- Design virtual employee lifecycle programs
- Analyze global workforce trends and mobility
- Use technology to optimize remote HR processes
- Balance global diversity with organizational culture



# ACCREDITATION AND RECOGNITION

The **CRGHRM®** certification is globally recognized across public and private sectors. It aligns with ISO 30414 Human Capital Reporting standards, SHRM competencies, and EU/US compliance frameworks. Endorsed by AGILE-HRP® and industry-leading partners, it is valued by MNCs, government institutions, NGOs, and remote-first enterprises.

## CERTIFICATION DELIVERABLES

- Professional Certificate: **Certified Remote & Global HR Manager (CRGHRM)®**
- Digital Verification Badge for LinkedIn and Resume
- Access to Global HR Templates & Remote Work Playbooks
- Membership in the AGILE-HRP® Global HR Leaders Network
- 30 Continuing Education Units (CEUs)
- Free tools for global mobility planning and remote engagement

## PROGRAM FORMAT

- **Duration:** AS NEEDED
- **Mode:** 100% Online (Self-paced or Instructor-Led)
- **Assessment:** Global Case Study + Final Exam

## ELIGIBILITY CRITERIA:

- Bachelor's Degree in HR, Business, or Global Studies
- OR 2+ years of HR or people operations experience
- Familiarity with remote work tools or international HR is a plus

## NEED ASSISTANCE?

For queries or certification support:

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