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# SYLLABUS FOR CHARTERED STRATEGIC HR MANAGER (CSHRM)®

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

# PROGRAM DESCRIPTION

The **Chartered Strategic HR Manager (CSHRM)**® certification is a premier designation for experienced HR leaders, strategists, and senior professionals seeking to lead and transform HR functions at the enterprise level. This certification empowers participants to integrate people strategy with business strategy, foster innovation in HR practices, and drive sustainable workforce performance.

It bridges the gap between traditional HR functions and strategic business needs—equipping professionals to lead organizational change, workforce agility, culture transformation, and evidence-based HR leadership.

## COURSE LEARNING OUTCOMES

By the end of this program, participants will be able to:

1. Design and implement enterprise-wide HR strategies aligned with business objectives.
2. Lead strategic workforce planning and talent optimization.
3. Manage HR transformation and change leadership initiatives.
4. Analyze and apply HR data for evidence-based decision-making.
5. Develop agile performance management and culture strategies.
6. Guide succession, leadership pipeline, and capability development.
7. Navigate cross-border HR governance, ethics, and compliance issues.
8. Integrate digital HR technologies and innovation frameworks into the function.





# TARGET AUDIENCE

- HR Directors & Senior Managers
- People Strategy Executives
- Strategic Workforce Planners
- HR Business Partners (HRBP)
- Organizational Transformation Consultants
- Succession Planning Leaders
- Talent and Capability Development Professionals

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

According to the U.S. Bureau of Labor Statistics, HR leadership roles are expected to grow by 7% through 2032, with median salaries exceeding \$130,000 annually. Employers are actively seeking HR professionals with strategic planning skills, business acumen, and digital transformation capability to respond to workforce disruption, global expansion, and future-of-work trends.

## CAREER PATHS FOR CSHRM® HOLDERS:

- Chief Human Resources Officer (CHRO)
- Director of Strategic HR
- VP of People Strategy
- Organizational Transformation Lead
- Head of Workforce Planning
- Senior HR Business Partner
- Global People & Culture Leader



# MODULES AND SUBMODULES

## **Module 1: Strategic Role of HR in Business Performance**

- 1.1 Evolving HR Function into Strategic Leadership
- 1.2 Linking HR Goals to Corporate Strategy
- 1.3 Strategic Workforce Alignment

## **Module 2: Strategic Workforce Planning & Talent Intelligence**

- 2.1 Predictive Workforce Modeling
- 2.2 Critical Roles and Skill Gap Mapping
- 2.3 Building Agile Workforce Plans

## **Module 3: HR Metrics and Business Analytics**

- 3.1 Leading and Lagging Indicators
- 3.2 ROI on Talent Investments
- 3.3 Evidence-Based People Decisions

## **Module 4: Culture, Change, and Leadership Strategy**

- 4.1 Culture Transformation and Organizational Values
- 4.2 Strategic Change Leadership
- 4.3 Leadership Development and Readiness

## **Module 5: Strategic Talent Management**

- 5.1 Leadership Pipeline Design
- 5.2 Competency Models and Skill Taxonomies
- 5.3 Talent Retention and Succession Strategy

## **Module 6: Total Rewards & Strategic Performance Systems**

- 6.1 Designing Strategic Reward Frameworks
- 6.2 Aligning Rewards with Business Goals
- 6.3 Strategic Performance Metrics and Feedback

## **Module 7: Digital HR Strategy and Innovation**

- 7.1 HR Technology Landscape
- 7.2 AI and Automation in HR
- 7.3 Innovation Labs and Pilot Programs

## **Module 8: Global HR Governance and Compliance**

- 8.1 Cross-Border HR Strategy and Localization
- 8.2 Legal and Ethical Risk Mitigation
- 8.3 Diversity, Equity, and Inclusive Governance

## Module 9: Strategic HR Business Partnering

- 9.1 Stakeholder Mapping and Engagement
- 9.2 HR as Internal Consultant
- 9.3 Collaborative Value Creation

## Module 10: Capstone Project – Strategic HR Plan Presentation

- 10.1 Design an HR Strategy Plan
- 10.2 Align KPIs with Organizational Goals
- 10.3 Peer Review and Strategic Presentation

# CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One complimentary retake within 3 months
- **Delivery Mode:** Online (remote proctored)

# CERTIFICATION TESTING OUTCOMES

The CSHRM® certification assesses and validates skills in:

- Strategic human resource planning and execution
- Talent, succession, and workforce optimization
- Culture, performance, and leadership alignment
- Data-driven HR decisions and business metrics
- Organizational transformation and change strategy
- Global compliance and ethical HR practices



# ACCREDITATION AND RECOGNITION

The **CSHRM®** credential is globally issued by **AGILE-HRP®**, a recognized certifying body specializing in leadership, HR, and project management development. The program aligns with ISO 30414, SHRM Competency Model, OECD HR Guidelines, and global HR best practices recognized by both public and private sector employers.

## CERTIFICATION DELIVERABLES

- Printed and Digital Certificate: **Chartered Strategic HR Manager (CSHRM)®**
- Digital Badge for LinkedIn and Online CVs
- Strategic HR Plan Templates and Tools
- Access to AGILE-HRP® Member Portal
- 40 Continuing Education Units (CEUs)
- Alumni Group Networking and Career Guidance

## PROGRAM FORMAT

- **Length:** AS NEEDED (Flexible pacing)
- **Mode:** 100% Online
- **Assessments:** Case-based projects + final certification exam

## ELIGIBILITY CRITERIA:

- Bachelor's degree or 5+ years of HR experience
- OR Senior-level HR or strategy role (recommended)
- OR Prior certification such as CHRM® or CHRGP® preferred

## NEED ASSISTANCE?

For queries or certification support:

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