

HR Director's Certificate

Envision THE impact

A practical, business-driven approach to HR leadership.

- *Build HR bench strength*
- *Lay the foundation for HR and leadership succession plans*
- *Reduce your need to seek external HR talent*
- *Give high potentials critical HR skills*



The HR Director's Certificate

The HR Director's Certificate is an elite online program from eCornell and Cornell University's ILR School that addresses the growing need for a practical, business-driven approach to human resources in today's global workplace. The program will give students the knowledge required to understand and develop effective HR strategies. But it will also provide graduates with the leadership, coaching, negotiation, and change management skills needed to drive and enable business results across the organization. The focus of the program is to certify HR Directors and equip them with the knowledge and ability to make human resources integral to any organization's success.

Who Should Enroll in this Program?

- HR Managers looking to be promoted to HR Director
- HR Generalists looking to acquire advanced skills in HR management.
- HR Specialists looking to broaden their understanding across a range of HR topics including employee relations, engaging talent and HR strategy.

Why the HR Director's Certificate?

HR professionals who complete this certificate program will:

- Be equipped to lead the HR function within their respective organizations.
- Leverage your position in HR to drive business results.
- Develop practical leadership and strategic abilities.
- Learn how to engage employee talent with the goal of increasing performance and productivity.
- Earn 9 graduate credits from Cornell's ILR School.
- Earn this valuable credential in just a few months.
- Benefit from greater and faster ROI when compared to the length of time and cost it takes to earn a degree.
- Increase your value to current or prospective employers.
- Position yourself for a higher salary (on average, HR directors earn 42% more than HR managers).



How It Works

The HR Director's Certificate is offered completely online, and you can finish in as little as 4-5 months in an accelerated schedule. You may complete in just nine months without taking more than one course at a time. However, students may take as long as 18 months to complete the program.

The HR Director's Certificate consists of four main components:

Emerging and Advanced HR MasterCourses

ILRHR830 Strategic HR Practices

ILRSM840 Managing Global Employment Issues and Work Practices

Leadership MasterCourses

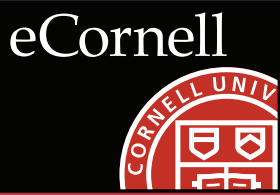
ILRSM810 Managing for Execution

ILRSM820 Change Leadership

ILR Faculty Webcasts

The Portfolio Project - Application into Practice





The Portfolio Project —

Application into Practice ILRHR400

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. Your journal (a part of your portfolio) will track your progress towards those goals throughout the HR Director's Certificate experience.

Your advisor will schedule a series of 3 one-on-one video meetings with you (via Skype) to guide you through the planning and execution of your portfolio. In addition to these one-on-one meetings, you'll have access to your advisor throughout the learning experience.

MEETING 1: Conduct a self-assessment, define goals, develop an action plan and determine how to monitor progress throughout the program (all documented in your journal).

MEETING 2: Conducted mid-program as a check-in to ensure you remain on track for successful completion, answer any questions, and address any concerns.

MEETING 3: Review with your portfolio advisor before submission for evaluation and feedback.

Your completed portfolio will be the basis for your grade in the HR Director's Certificate and will serve as a valuable resource after you have completed the Certificate.

Emerging and Advanced HR MasterCourses

Complete two online MasterCourses authored by leading ILR faculty in essential HR topics to develop the critical knowledge demanded of HR Directors.

ILRHR830 Strategic HR Practices (8-week online MasterCourse)

Master the critical HR skills necessary to transform HR and increase your influence on strategy and organizational leaders by aligning HR strategy, using diversity and inclusion to achieve bottom-line results, developing a talent-management culture, implementing strategies for employee engagement, and using metrics to measure impact on business outcomes.

ILRSM840 Managing Global Employment Issues and Work Practices (5-week online MasterCourse)

Acquire vital knowledge in the advanced HR topics of high-performance work practices, employee relations, alternative dispute resolution, and managing organizational conflict to broaden your understanding of key HR practices and strategies.

Leadership MasterCourses

Complete two online MasterCourses authored by Samuel Bacharach, McKelvey-Grant Professor at the ILR School, focused on the crucial leadership skills necessary to get initiatives implemented.

ILRSM810 Managing for Execution (8-week online MasterCourse)

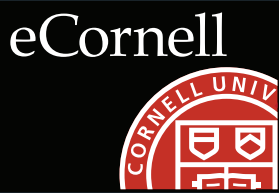
Learn the high-performance leadership skills you need to execute your initiatives: managing for momentum, negotiating for results, and coaching for excellence. These skills are essential to ensure that your initiatives are fully implemented and managed to ensure they maintain their momentum and are successful.

ILRSM820 Change Leadership (5-week online MasterCourse)

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

ILR Faculty Webcasts ILRWC100

Connect with senior ILR faculty, participate in live discussions about critical HR topics, and access archived webcasts on your own schedule. Choose four online programs designed to supplement your course experiences with exposure to the latest ideas, research and best practices. Topics addressed include managing talent, employee relations, diversity, managing for execution, compensation, and HR strategy. HR Director's Certificate candidates have access to the entire library of archived Webcasts.



Ivy League Excellence From Your Desktop

eCornell and Cornell University's ILR School bring you the real-world business training that was ranked the top scholastic program in Human Resources in a 2009 poll of the Academy of Management's HR Division. ILR has been advancing the world of work for almost 70 years. The school's national and international reach makes ILR the world's premier institution for higher education in the field of human resources. And eCornell has delivered over 125,000 interactive online courses to more than 35,000 students in almost 200 countries. Together they offer the HR Director's Certificate, a comprehensive and practical online program to prepare future HR business leaders for professional success.

Graduate Credit

Students will earn 9 graduate credits from the ILR School at Cornell University upon successful completion of the HR Director's Certificate.

Admissions & Application Process

Students must complete an online application form to be considered for the program.

The requirements for admission:

- Bachelor Degree (or international equivalent) AND either 3 years of work experience in the HR field OR completion of at least 8 foundational HR courses from eCornell (or an equivalent from another institution)
- Statement about why you want to participate in the program.
- Stated proficiency in English.
- Agree to abide by the Cornell University Academic Integrity Code found at: <http://cuinfo.cornell.edu/academic/aic.html>

Tuition Plans

Full Program HRDC1

- ILRHR400 The Portfolio - Application Into Practice
- ILRHR830 Strategic HR Practices
- ILRSM840 Managing Global Employment Issues & Work Practices
- ILRSM810 Managing for Execution
- ILRSM820 Change Leadership
- ILRWC100 ILR Faculty Webcasts

\$8,100

Fast Track HRDFT

for those who have already completed ILRHR830

- ILRHR400 The Portfolio - Application Into Practice
- ILRSM840 Managing Global Employment Issues & Work Practices
- ILRSM810 Managing for Execution
- ILRSM820 Change Leadership
- ILRWC100 ILR Faculty Webcasts

\$4,950

Fast Track HRDFT2

for those who have already completed ILRHR830

- ILRHR400 The Portfolio - Application Into Practice
- ILRSM840 Managing Global Employment Issues & Work Practices
- ILRSM810 Managing for Execution
- ILRHR830 Strategic HR Practices
- ILRWC100 ILR Faculty Webcasts

\$6,525

CapStone HRDCC

for those who have already completed ILRHR530 , ILRSM840 and ILRSM820

- ILRHR400 The Portfolio - Application Into Practice
- ILRSM810 Managing for Execution
- ILRWC100 ILR Faculty Webcasts

\$3,375

Contact your eCornell Account Director for special enterprise pricing at 866-326-7635.

eCornell



HR Director's Certificate

The ILR School and eCornell

About The ILR School

Cornell University's ILR School is advancing the world of work through teaching, research and outreach. It was founded as The School of Industrial and Labor Relations in 1945, with a mission "to improve industrial and labor conditions in the State." Today, the school has national and international reach and is known more simply as ILR. Its focus has evolved to keep pace with the changing workplace and extends beyond labor-management relations to the many facets of work that are critical to an organization's success in a global economy – from human resource management and labor economics and law, to organizational behavior and conflict resolution. ILR is a unique educational institution offering a four-year undergraduate program focused on the workplace, several types of graduate degrees, and career-long learning for professionals. To learn more about the ILR School, visit www.ilr.cornell.edu.



ILR School
309 Ives Hall
Cornell University
Ithaca, NY 14853
www.ilr.cornell.edu

About eCornell

eCornell, a wholly-owned subsidiary of Cornell University, provides individuals and many of the world's leading organizations with online professional and executive development in the areas of leadership and management development, human resources, financial management and hospitality management. eCornell's proven course development model and asynchronous instructor-led course delivery provide for engaging, rigorous and interactive learning and has delivered over 120,000 courses to more than 35,000 students in almost 200 countries. For more information visit www.ecornell.com.



eCornell
950 Danby Road
Suite 150
Ithaca, NY 14850
www.ecornell.com



950 Danby Road • Suite 150 • Ithaca, NY 14850 • 866-326-7635 • +1-607-330-3200
info@ecornell.com • www.ecornell.com