

60+ HRCI Recertification Credits + up to 30 SHRM Credits!

61.5 HR/General, 15 Business/Strategic, 5 Global/Int'l, 13.75 California

Low-Cost Online e-Learning Package 1-Year Subscription



Do you currently hold a PHR or SPHR certification? You can complete ALL your HRCI recertification requirements with our low-cost online eLearning package! There is **NO LIMIT** on the number of e-Learning credits you may use toward your HRCI recertification (but credits are limited to 30 per cycle for the SHRM-CP or SHRM-SCP).

EVERYTHING on this flyer is included in our package price! Take as many or as few courses as you wish - whenever you like. Once you complete a course, you will save a certificate with the pre-approved HRCI program ID number.



These e-Learning courses have been approved as indicated toward PHR, SPHR and GPHR recertification through the HR Certification Institute (HRCI). **You can obtain all 60 HRCI credits with this package.**

"The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for recertification credit."



These e-Learning courses have been approved as indicated toward SHRM-CP and SHRM-SCP recertification through SHRM. **Note that a maximum of 30 e-Learning credits (PDCs) can be applied to recertification of your SHRM-CP or SHRM-SCP.**

For more details and to purchase, please visit www.HRCIcredit.com.

Course Title	HRCI Credits	
Business Coaching: Building the Coaching Relationship	1	HR
Business Coaching: Conducting Coaching Sessions	1	HR
Business Coaching: Getting Ready to Coach	1	HR
Business Coaching: Using Different Coaching Styles	1	HR
Business Execution: Crafting a Business Strategy that Executes	1	HR
Business Execution: Linking Strategy to People and Operations	1	HR
Business Execution: Monitoring and Evaluating Initiatives	1	HR
Business Execution: Understanding the Fundamentals	1	HR
Business Management & Strategy: HR Functions and Roles	1	HR
Compliance: OSHA 300 Recordkeeping	1	HR
Compliance: Privacy and Information Security	1	HR
Compliance: Rightful Employment Termination	1.5	HR
Cultures: Communicating Across Cultures	1	HR
Cultures: Culture and Its Effect on Communication	1	HR
Cultures: Improving Communication in Cross-cultural Relationships	1	HR
Delegation Essentials: An Introduction to Delegating	1	HR
Delegation Essentials: Overcoming Delegation Problems	1	HR
Delegation Essentials: The Delegation Process	1	HR
Diversity on the Job: The Importance of Diversity and the Changing Workplace	1	HR
Effective Succession Planning: Determining a Talent Pool for Key Positions	1	HR
Essentials of Interviewing and Hiring: Behavioral Interview Techniques	1	HR
Essentials of Interviewing and Hiring: Conducting an Effective Interview	1	HR
Essentials of Interviewing and Hiring: Preparing to Interview	1	HR
Essentials of Interviewing and Hiring: Screening Applicants for Interviewing	1	HR
Essentials of Interviewing and Hiring: Selecting the Right Candidate	1	HR
Ethics: Business Law and Ethics	1	HR
Ethics: Conflicts of Interest in the Workplace	1	HR
Green Business: Implementing Sustainability Strategies	2	HR
Green Business: Introduction to Green Business and Sustainability	2	HR

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Low-Cost Online e-Learning Package 1-Year Subscription – continued

Green Business: Planning Sustainability Strategies	2	HR
Handling Difficult Conversations Effectively	1	HR
Having a Difficult Conversation	1	HR
I-9 Compliance: Verifying Employment Eligibility of US and Non-US Citizens	1	HR
Implementing and Assessing a Succession Planning Program	1	HR
Initiating Succession Planning	1	HR
Management Essentials: Caring about Your Direct Reports	1	HR
Management Essentials: Confronting Difficult Employee Behavior	1	HR
Management Essentials: Delegating	1	HR
Management Essentials: Developing Your Direct Reports	1	HR
Management Essentials: Directing Others	1	HR
Management Essentials: Managing a Diverse Team	1	HR
Management Essentials: Treating Your Direct Reports Fairly	1	HR
Managing Workforce Generations: Introduction to Cross-generational Employees	1	HR
Managing Workforce Generations: Working with a Multigenerational Team	1	HR
Managing Workforce Generations: Working with the 21st-century Generation Mix	1	HR
Preparing for a Difficult Conversation	1	HR
Preparing to Dismiss an Employee	1	HR
Recruiting Talent	2	HR
Retaining Your Talent Pool	2	HR
Working with Difficult People: Dealing with Micromanagers	1	HR
Working with Difficult People: How to Work with Aggressive People	1	HR
Working with Difficult People: How to Work with Manipulative People	1	HR
Working with Difficult People: How to Work with Negative People	1	HR
Working with Difficult People: How to Work with Procrastinators	1	HR
Working with Difficult People: How to Work with Self-serving People	1	HR
Working with Difficult People: Identifying Difficult People	1	HR
Business Management and Strategy: The HR Function and Business Environment	1	Business
Business Management and Strategy: HR and the Strategic Planning Process	1	Business
Developing a Brand Internally	1	Business
HR as Business Partner: Linking HR Functions with Organizational Goals	1	Business
HR as Business Partner: Using Metrics and Designing Strategic Initiatives	1	Business
Managing Change: Building Positive Support for Change	1	Business
Managing Change: Dealing with Resistance to Change	1	Business
Managing Change: Sustaining Organizational Change	1	Business
Managing Change: Understanding Change	1	Business
Organizational Budgeting Activities and the Master Budget	1	Business
Planning and Preparing an Operating Budget	1	Business
Preparing Operating Budgets and the Cash Budget	1	Business
Thinking Like a CFO: Making Financial Decisions	1	Business
Thinking Like a CFO: Mind-set and Financial Priorities	1	Business
Thinking Like a CFO: Preparing and Presenting a Business Case	1	Business
Fundamentals of Globalization: Analyzing the Global Environment	1	Global
Fundamentals of Globalization: Managing in a Global Environment	1	Global
The Fundamentals of Globalization: Strategies for Globalization	1	Global
The Fundamentals of Globalization: The Global Context	1	Global
Effectively Managing Teams in India	1	Global
Accommodating Employees with Disabilities in California	2	California
California Family Rights Act (CFRA) and Family and Medical Leave Act (FMLA)	2.5	California
California Mandatory Paid Sick Leave	1	California
Conducting Employment-Related Background Checks in California	1.5	California
Sexual Harassment Prevention for California Supervisors	2	California
Navigating Pregnancy-Related Issues in California Workplaces	1.25	California
The Ever-Changing Role of Arbitration Agreements in California	1.5	California
Workplace Harassment Prevention for Managers	2	California