

SHRM HR Department of One Specialty Credential

As an HR Department of One, you face unique challenges that require you to bring the full range of HR expertise to your organization. How do you elevate HR as a solo practitioner? Earn your SHRM HR Department of One Specialty Credential to expand and leverage your resourcefulness, agility and ability to focus on the changing needs of your organization. Distinguish your credibility and validate the critical role you play in developing new insights and setting strategic initiatives while balancing operations for your organization.



How to earn the SHRM Department of One Specialty Credential

When you purchase the [SHRM HR Department of One Specialty Credential](#), your learning package includes the following components:

- **HR Department of One: Strategies for Success Program** – select the program that works best for you.
- **Two HR Department of One eLearning courses** – as your schedule allows, complete the two HR Department of One eLearning courses:
 - HR Department of One: Developing Targeted L&D Solutions
 - HR Department of One: Gaining Support for HR Initiatives
- **HR Department of One Knowledge Assessment** - once the instructor-led program and all eLearning courses are complete, successfully pass an online HR Department of One knowledge assessment.

Upon completion of all components and passing assessment, you will earn 17 PDCs total along with your certificate of achievement and digital badge. Be sure to add your SHRM Specialty Credential achievement to your resume, signature block, and social media profiles to validate your credibility and demonstrate your dedication to the industry.

Instructor Led Program (in-person or live online)

- **Title: HR Department of One: Strategies for Success**

Heading an HR Department of One (HR DOO) is a daunting task. Time is short; resources are limited; and constantly shifting priorities can be a major issue. In this 10-hour, hands-on learning program, you will join other HR DOOs to learn to analyze and enhance the HR practices in your organization. You will discover a three-step framework (Assess, Build, Map) to help you measure your current practices, build a set of realistic best practices, and map those practices to what is achievable in your organization. You will learn from an expert instructor during a series of topic-based conversations and activities focused on themes particularly relevant to HR DOOs.

Program Objectives:

- Use the framework of assess, build, map to create a realistic plan for analyzing and elevating HR in your organization
- Define talent acquisition strategies that attract more quality candidates
- Identify employee development, and employee and engagement strategies that impact employee retention
- Assess your organizational culture and determine the role HR plays in maintaining and shaping culture
- Determine the balance between strategy and operations in your approach to HR
- Describe communication strategies for building effective relationships with business leaders

eLearning Components

- **Title: HR Department of One: Developing Targeted L&D Solutions**

Is your organization ready for new and innovative L&D solutions? The goal for this course is to help you identify realistic learning objectives and develop impactful learning solutions. Find out how you can create a better training strategy by aligning with current trends, business priorities, and the type of learning your staff might expect.

In this course, you will explore how to make learning accessible; effective through training tools like reinforcement, reflection, and application of knowledge; and forward-thinking. You will also learn how to develop tools for upskilling staff in critical areas like technology, soft skills and emotional intelligence. Finally, you will explore how to use your resources to achieve the desired learning outcomes and as a result increase your staff performance.

Even though you are an HR Department of One, you can still provide impactful, modern learning solutions to your staff.

Learning Objectives:

- Evaluate the learning and development needs of your organization.
- Create a learning and development plan for your organization.
- Understand the benefits of the learner-centric training model.
- Apply tools and strategies to implement your learning and development plan.

- **Title: HR Department of One: Gaining Support for HR Initiatives**

As an HR Department of One, you are in the middle of all things HR every day. You are The HR for the whole organization. You bring value by supporting the business and thinking strategically how to align your workforce with business priorities, while creating and maintaining a workplace that is best for the workers. The goal of this course is to help you focus your knowledge of the business on identifying and implementing impactful HR initiatives.

The course will dive into how you as an HR Department of One should partner with the business to get their buy-in on HR initiatives. Throughout the course, you will be creating a plan to gain support for HR initiatives specific to your organization, be that an onboarding program overhaul, a new benefit plan, or any other small-scale or company-wide initiative.

Learning Objectives:

- Recognize the impact of HR on the business.
- Compare the formal business case process and the more fluid, streamlined business case process.
- Know how to adjust the current process and apply the streamlined business case process.
- Plan an approach to specific HR initiatives using the streamlined process for building a business case.