

Ihuoma Onyearugha, GPHR

Company: **Chevron Nigeria Limited**

Title: **Manager, HR Business Partner Services**

Country: **Nigeria**

SHRM Member Since: **December 2004**



How I Earned My GPHR

There were so many 'ahas' for me as I read the books, especially concerning the complaints of isolation that Nigerian expatriates make. I confidently tell them that it is not peculiar to them! I often use the books for reference when I need clarification on certain issues. I truly do value my GPHR certification.

Which learning option(s) did you use to study for the GPHR exam?

The Self-Directed option using the six books from the SHRM Global Learning System and the sample questions on the SHRM web site.

Why did you choose this/these particular option(s)?

There are no coaching centers in Nigeria and the Global Learning System allowed me to learn at my own pace.

What has earning your credentials done for your career?

It has broadened my understanding of the HR function including issues that are emerging in the function. I am the HR Business Partner to my company's Executive Leadership Team and I manage the entire HR Business Partner organization. Earlier this year, I was selected to act as Director, HR and Medical for about three months in addition to my normal job.

More of my colleagues now want to be SHRM certified—I was among the first set of HR professionals to be certified in our Nigeria business unit.

How has the SHRM Global Learning System helped you with your daily job?

For the past six years, I have worked in an area involving interaction with expatriates and Chevron's international workforce. My GPHR experience has helped me better understand certain policies involving this part of my work, (e.g., tax equalization, acculturation issues etc.) and has built my confidence in my interaction with senior leadership.

