

Janice Mills, GPHR

Company: **CAE, Inc.**

Title: **Manager, Global Mobility**

Country: **Canada**

SHRM Member Since: **January 2006**



How I Earned My GPHR

SHRM's Global Learning System was instrumental in helping me pass the GPHR exam and earn my GPHR credentials. Furthermore, the guides under SHRM's Global Learning System continue to be valuable tools and references in Global HR Management.

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

I used SHRM's Global Learning System, coupled with SHRM's GPHR Certification Preparation Seminar.

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

I chose the SHRM Global Learning System because it provided me with the most comprehensive learning guides that covered all aspects of Global Human Resources Management under the GPHR exam. The structure of the practice exams also assisted in evaluating one's progress in learning the exam material and helped to highlight areas of the study material which required more attention.

The three-day course was instructed by experienced HR personnel and knowledgeable professors who gave excellent advice on how to prepare for the exam.

I found the structure of the learning guides and the course to be very well organized in terms of content and offered well-defined checklists regarding best practices in International HR Management that were effective in preparing for the GPHR exam as well as for application in the industry.

Finally, both SHRM's Global Learning System and their three-day course were flexible options that allowed me to work and study at the same time, which was beneficial and practical.

What has earning your credentials done for your career?

Earning the GPHR credentials has expanded my knowledge in the area of Global HR management and, as a result, has helped in my being viewed as a subject-matter expert in the area of Global Mobility by my superiors and my peers.

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

As a result of SHRM's Global Learning System I have stronger knowledge of best practices in Global HR Management and I am able to analyze the complex issues surrounding global relocations and offer solutions in terms of global staffing and organizational development while taking into consideration the complex international legal and employment law implications surrounding such global relocations.



Jason Buss, GPHR

Company: **Vishay Intertechnology**

Title: **Senior HR Manager**

Country: **Mexico, Canada, Costa Rica, U.S.**

SHRM Member Since: **2004**



How I Earned My GPHR

I enjoyed the format of the program, as it included tools for every type of learner. The books that came with the program were a nice option when traveling or to keep reference available. The summaries at the end of each chapter were a great resource for refreshing the extended study period in the days before the exam.

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

I attended the SHRM Global Certification Preparation Course.

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

The Global Learning System was essential to give me some background information in preparation for the course, especially in portions of my field where I had not received formal instruction previously. The three-day course was a fantastic way to network with colleagues working all over the globe, and to quickly compile an extensive knowledge base of the terms and practice methods tested by the GPHR exam. Returning from the training, follow-up use of the Global Learning System prior to the exam honed my knowledge and comfort with the terminology. Pretests available on the CD and online were excellent practice for the test format.

What has earning your credentials done for your career?

As a recognized Professional of Global Human Resources with my GPHR, I have quickly been recognized as the go-to global HR resource in the Americas. My peers recognize my skills and I am valued as this recognition has allowed me to function in a much more strategic position in the organization.

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

The skills I learned in the program while studying for the GPHR helped me to recognize new opportunities in our organization for global talent management, foreign assignment and global compensation. Terms and methods learned in the program help me be a more involved business partner, providing insight into age-old issues, global communication, global policy application tactics, and coaching sensitivity to cultural differences from country to country. This knowledge helps me coach both my team as well as my business partners on such matters.