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Sam Bresler

Company Profile:

Sam Bresler, SHRM-SCP, is an instructor of the SHRM Essentials of Human Resources and the SHRM Learning System courses for a leading international research and development company. In his many years with the company, he has provided senior-level operational and staff HR leadership and is now a project-based consulting employee focused on delivering HR education.

Challenge:

Provide HR training to two distinct groups.

Staying on top of the ever-changing field of human resource management can be a challenge, even to the most experienced professionals. How are non-HR professionals expected to keep up?

In 2006, Sam Bresler was looking for a training tool or program that would provide a career development pathway for his company’s non-exempt HR professionals who were looking to grow to an exempt-level status.

Sam also wanted to offer an HR training program to administrators with a broad scope of responsibilities, one of which was HR, who had no functional training.

Ultimately, he wanted to broaden the knowledge base of HR practitioners and the leadership community.

Solution:

Offer the SHRM Essentials of Human Resources program.

Could it all be accomplished with one course? At the SHRM annual conference, Sam audited the SHRM Essentials of Human Resources (Essentials) program. It seemed like the perfect course to provide solid, basic information for those with limited or no experience in the HR field, so he began offering the course within his company in January 2007.

Sam was able to customize the course content and delivery format to make the greatest impact on the group. He incorporated relevant examples and was careful to point out when the company expected more than what was legislated.

With a workforce spread across several locations, Sam offered distance learning technologies, including audio and video teleconferencing, to ensure that anyone interested in the course could attend. In fact, for the most part, people could stay in their desks and fully participate and contribute using these formats. The courses were so popular, Sam offered the two-month course four times throughout 2007.

Sam says: “I’ve been incredibly happy with how these classes have worked out and I’m looking forward to offering the course several times in the future. We have had participants from both groups: HR assistants looking to broaden their knowledge base and people in the line organization serving as administrative officers looking for foundational knowledge. On the line side, we’ve had a few people in management roles join the classes.”

Results:

Knowledge and awareness builds careers and bridges.

Participants have found the Essentials course to be relevant and helpful in terms of career development. The knowledge has helped HR practitioners build more credibility with clients. On the line side, administrators now have a real understanding of the intricacies that their colleagues in HR have had to deal with. In many ways, the Essentials course has helped build bridges.

Sam describes the course’s success: “The SHRM Essentials course provides a consistent foundation of knowledge and insight about the HR profession. For those who don’t intend to make HR their career, it gives them an appreciation for the issues that individuals in HR have to address. There is now a greater awareness that HR as a profession can positively affect business practices.”