

REGISTER TODAY. CLASS SIZE IS LIMITED.

Program Schedule: 11 Tuesdays, from 6 to 9 pm,
February 7-April 17, 2012

COURSE INVESTMENT: \$960

REGISTRATION DEADLINE: Jan. 30, 2012

Late registrations: \$985 (on or after Jan. 31, 2012)

WAYS TO REGISTER:

PHONE: Call 419-530-2036.

FAX: Send your completed registration form with major credit card information to 419-530-6177.

MAIL: Complete the registration form and send with a check or credit card information. Make checks payable to The University of Toledo and mail to ECGC-Mail Stop 103, 2801 W. Bancroft Street, Toledo, OH 43606-3390.

YOUR INSTRUCTOR -

REBECCA GORANSON, SPHR, CCP

Becky has nearly twenty years of HR experience. Currently serving as the Director of Talent Management at The Andersons, Inc., she is responsible for the identification of talent, talent development, and succession planning. She assumed this role in 2008 after joining the company as the Employment Manager in 1998. She is a Senior Professional in Human Resources (SPHR), has earned the designation of Certified Compensation Professional from World at Work, and most recently received her Human Capital Strategist certification from the Human Capital Institute. Becky holds a bachelor's degree from The University of Toledo. Becky brings a wide variety of HR experience to the program and shares her experiences with the class participants. Becky will not only help you learn the required textbook material, but will also provide the practical on the job application of your learning.

February 7—April 17, 2012



**Professional
Human Resource
Management Review**

REGISTRATION FORM

Name _____ Title _____

Organization _____

Address _____

City _____ State _____ Zip _____

Home phone _____ Mobile phone _____

Business phone _____ Fax _____

Email _____ SHRM member number (optional) _____

Method of Payment

Check enclosed. (Make checks payable to **The University of Toledo.**)

Credit Card: Visa MasterCard Exp. Date _____

Account # _____

Cardholder Name _____

Address for Card _____

Signature _____

***Cancellation/Refund Policy:** Cancellation not made 5 business days prior to the first day of class will be subject to a \$75 processing fee. There will be no refunds after the first class session. UT reserves the right to cancel the program if the required minimum enrollment is not met. If UT cancels, 100% of fee will be refunded.
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REGISTRATION DEADLINE

Registration deadline for the upcoming session is January 30, 2012. For more information, please contact ECGC by calling 419-530-2036 or email eva.curtis@utoledo.edu.

When asked if certification was worth the cost and effort, HR professionals, on average, attributed a personal ROI of 253% to personal certification. Over one-third believed the benefits were worth more than five times the cost, suggesting an ROI of 476%!*
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*\*The Value of HR Certification Around The World\*,  
Independent research commissioned by HR Certification Institute, 2010.*

The Executive Center for Global Competitiveness is a proud sponsor of the Professional Human Resource Management Review program. Operating under UT's College of Business and Innovation, the Executive Center for Global Competitiveness partners with business and industry in a consultative nature on their competitive issues to increase their productivity, performance, and ROI. If you are interested in working with us or need more information, please give us a call at **419-530-2036** or visit us at [www.utoledo.edu/business/ecgc/index.html](http://www.utoledo.edu/business/ecgc/index.html)

**SET YOUR SIGHTS ON  
HR CERTIFICATION.**

**The University of Toledo,  
College of Business and Innovation,  
Executive Center for Global Competitiveness**

Our Human Resource certification preparation course is designed primarily for individuals seeking a Professional in Human Resources (PHR®) or Senior Professional in Human Resources (SPHR®) certification.

This intensive 11-week program combines expert instruction with the SHRM Learning System®, so you will learn faster, retain more knowledge and stay on track as you prepare for the exam.



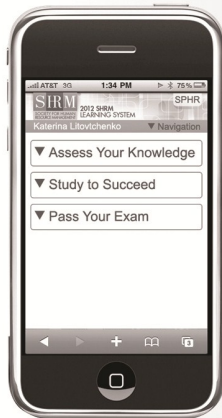
# LET US GUIDE YOU TO SUCCESS.



Achieving major career goals is challenging and time consuming. But, the road to success is easier when an experienced guide provides a roadmap and keeps you on track. If your goal is HR certification, we'll lead you to success. Our instructors focus on critical exam content, and our structured classroom environment accelerates learning and improves retention.

This PHR/SPHR course is offered in partnership with the Society for Human Resource Management (SHRM), the world's largest association devoted to human resource management. Thousands of HR professionals have earned their PHR or SPHR certifications by using the SHRM Learning System.

The 2012 SHRM Learning System is filled with new features, including innovative SmartStudy tools that help streamline your study time and build confidence for passing the certification exam.



## Follow these steps to success:

**ASSESS:** Take our assessments to determine your current knowledge and gaps, with the results weighted against tested areas on the certification exam (PHR or SPHR).

**STUDY:** Use assessment results to identify your learning priorities, create your personal study plan and estimate study time.

**PASS:** Complete the post-test and use other testing tools to validate your learning and refine your study plan as you prepare for the exam.

## DID YOU KNOW?

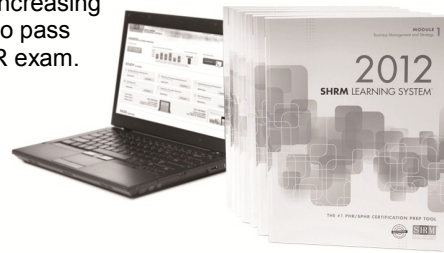
Course fees often qualify for tuition reimbursement and you can earn 3.3 continuing education credits (CEUs) for completing this course. Participants gain a generalist point of view, refresh key ideas and concepts, strengthen their understanding of core competencies and increase productivity.

## THE #1 PHR AND SPHR CERTIFICATION PREPARATION SYSTEM IS ALSO THE MOST ADVANCED.

In addition to SmartStudy tools, we offer learning modules in print and e-reader formats and provide extensive multi-media online resources.

## THE MOST UP-TO-DATE LEARNING MODULES

The SHRM Learning System includes six modules covering the entire HR Certification Institute body of knowledge increasing your chances to pass the PHR/SPHR exam.



- 1 Business Management and Strategy
- 2 Workforce Planning and Employment
- 3 Human Resource Development
- 4 Compensation and Benefits
- 5 Employee and Labor Relations
- 6 Risk Management

## MORE WAYS TO LEARN

Whatever your learning style, you'll find ways to test your knowledge and build confidence. The Online Learning Center provides a wealth of supplemental study materials:

**Assessment** – identifies topics a participant already knows and those areas that require more time and attention.

**Quickstarts** – guided overviews for each module highlight key topics.

**Practice Tests** – more than 1,000 questions for testing your knowledge and comprehension.

**Post-test** – incorporates features similar to the HR Certification Institute exam format: 200 scored test questions, timed questions, strike-through, and mark to ensure confidence.

**Online Resource Center** – includes downloadable audio and web casts, flashcards (printed, online or audio), HR updates, related links, feedback feature and more.



## PREPARING TO PASS

When you complete this course, you'll be prepared to pass the PHR or SPHR exam. Year after year, professionals who use the SHRM Learning System consistently beat the national pass rate.

Our expert classroom instruction provides a better flow of information and a more enjoyable and effective learning experience saving you time and keeping you motivated.

## COURSE INVESTMENT

A course investment of \$960 includes the SHRM Learning System modules, online learning center, access to the Online Resource Center, instructor handouts, and 33 hours of classroom instruction. To allow time to order your course materials, please register by January 30, 2012.

Late registrations, on or after January 31, 2012, will be \$985.

**Our next scheduled Professional Human Resource Management Review class will be held from February 7 through April 17, 2012. Call us today at 419-530-2036 to reserve your seat!**

**Visit us at our website:**  
[www.utoledo.edu/business/ecgc/index.html](http://www.utoledo.edu/business/ecgc/index.html)