

Certificate in Human Resources Practice		Workshops 9:00-17:00	Individual Study 4-6hrs/week	Coaching for Learning 17:30-19:30	Assessment & Feedback	
STRATEGICAL	INDUCTION. Online Webinar	17 OCT 2018				
	HRC The DNA of the Organisation and the Role of HR (2 days) Are you passionate about business or are you passionate about HR? <ul style="list-style-type: none"> The purpose of an organisation in relationship with its operating environment Structure, culture and functions of an organization The HR Role in VUCA context. Stakeholders mapping and analysis 	26 – 27 OCT 2018	27 OCT – 18 NOV 2018	5 NOV 2018 14* NOV 2018	18 NOV 2018 9 DEC 2018	
	RAI HR with Impact (1 day) HR and Big Data. Analyze HR information and present findings to inform decision-making. <ul style="list-style-type: none"> What data needs to be collected to support HR practices. Operational. Tactical. Strategic. How HR data should be recorded, managed and stored. Case Study. Google 	23 NOV 2018	23 NOV - 23 DEC 2018	5 DEC 18* DEC 2018	23 DEC 2018 13 JAN 2019	
TACTICAL	DEP Continuing Professional Development (1+1/2 days) Being Effective as HR. Knowledge, skills and behaviors required to be an effective HR practitioner. <ul style="list-style-type: none"> How to deliver timely and effective HR services to meet users' needs. Own practice and development needs, personal development plan. Applying CIPD professional standards. Benefits for your development and for your HR team. GC Index Workshop 	11 – 12 JAN 2019	12 JAN - 3 FEB 2019	22 JAN 30* JAN 2019	3 FEB 2019 24 FEB 2019	
LEARNING ARENA DAY 1		22 FEB 2019				
OPERATIONAL	RTO Attracting Talents. Staffing. Planning for Success (1 day) Talent profile. Talent planning. How to win the war on talents. <ul style="list-style-type: none"> Recruitment and selection policy, methods, interviewing process Effective induction 	15 FEB 2019	15 FEB - 8 MAR 2019	25 FEB 4* MAR 2019	9 MAR 2019 17 MAR 2019 31 MAR 2019	
	DEL Facilitating Learning Processes (1 day) Creating a Learning Culture <ul style="list-style-type: none"> Preparing the delivery of an L&D activity. Creating a positive learning environment. Using a range of learning techniques, methods and resources to deliver an inclusive L&D activity 	8 MAR 2019	8 MAR - 23 MAR 2019	14 MAR 18* MAR 2019	23 MAR 2019 31 MAR 2019 14 APR 2019	
	LEARNING ARENA DAY 2		10 MAY 2019			
	MER Employment Relationship (1 day) How is the European/local employment legislation enabling individual & business performance? <ul style="list-style-type: none"> The impact of employment law at the start, during and at the termination of the employment relationship 	26 APR 2019	26 APR - 19 MAY 2019	6 MAY 2019 14* MAY 2019	19 MAY 2019 9 JUN 2019	
	PROGRAMME WRAP-UP		26 APR 2019			
EASY PAYMENT SCHEME (Pay as you study). CUSTOMISED CALENDAR. ONGOING REGISTRATION *Online meetings						

Noosfera is the first CIPD Approved Centre in Romania. We are learning innovators for HR and Business Leaders, offering a complete learning experience. Our learning is structured in one month duration modules (1-2 days workshop + individual supported study + work-related assignment, 100% individual customized learning).