Improve Your Career Options with a Professional Program

UCI Division of Continuing Education provides UC-quality education at a global scale so that learners from virtually anywhere can develop the professional skills necessary to advance their careers. We have proudly delivered exceptional educational experiences to more than one million learners from over 115 countries. UCI is ranked among the top 50 universities nationally and in the top 10 of all public universities, which signifies our well-known, uncompromising standard of excellence.

Advanced Human Resources Management Specialized Studies
Designed with human resources professional in mind—individuals experienced in the field who have their sights set on leading human resources teams and excelling in the field—the Advanced Human Resources Management Specialized Studies provides an intensive examination of the scope of demands placed on HR leadership, and the marriage of strategic and tactical HR practices. Also addressed are traditional structures and emerging trends, business collaboration and integration, organizational structures as relating to HR planning, and the ways in which talented HR professionals can best prepare themselves to take on leadership roles within HR.
Curriculum

Required Courses

Linking HR Strategy to Business Success
MGMT X450.96 (3 units)
The successful HR professional is accepted by management as a partner who positively contributes to the business' success. This partnership role is dependent on HR’s understanding of both the business and the linkage of human resources to business results. This course will develop the HR professional’s skills to enable them to demonstrate their knowledge of basic business concepts and how effective human resource programs and program management supports the organization’s goals. Through case studies, guest speakers, and practical experience, students will develop skills that can be readily transferred to their work environment.

Organizational Design and Development
MGMT X451.51 (3 units)
With an emphasis on culture building and change management, this course focuses on the impact of organizational design on employee performance and business success. An examination of varying organizational cultures will be engaged to illustrate key points and allow for clarity in practical organizational development and the planning of culture change efforts.

Building a Talent Pipeline: From Identification to Succession
MGMT X451.5 (3 units)
Succession planning is a vital part of organizational growth and employees’ professional ascension. But beyond place-holding engaged employees into future openings, or slotting promising and emerging leaders into future roles, this course explores the methodologies and applications with which high-performers are coached to consider the vitality of their roles, understand the influence of their decisions and then recognize ways their future employees will best respond to their leadership. Topics include reducing turnover, the practice of Neuro-Leadership, modern succession planning tactics, mentorship structures and the necessity and benefit of constant learning.

Program Benefits

- Identify strategies to drive success through human capital development and planning
- Effectively partner with business leadership and collaborate with non-HR entities for improved organizational efficacy
- Drive results-oriented culture change leading to successful business outcomes
- Implement effective organizational design for employee performance and business success
- Heighten the role of human resources in strategic organizational leadership

Who Should Attend
HR department directors and managers; HR employee supervisors; senior staffing specialists and recruiters; office managers; HR generalists seeking a move into a senior role.

Specialized Studies Award Requirements
A Specialized Studies certificate is awarded upon successful completion of all required courses totaling 9 units. Students must earn a grade of “C” or better in each course in order to be eligible for the Specialized Studies. To receive your certificate, submit a Request for Certificate form after completing all program requirements. Students not pursuing the Specialized Studies award are welcome to take as many courses as they wish.

On-Site Training
Bring this program to your workplace. Through Corporate Training, we can deliver this program or customize one that fits your company’s specific needs. Visit extension.uci.edu/corporate or call (949) 824-1847 for information.

Free Webinars
Free webinars are offered several times a year and are packed with information about the Advanced HR Management program, courses being offered in upcoming quarters, and HR industry tips and trends. Visit ce.uci.edu/events to view the webinar schedule, enroll in an upcoming free event or view previous webinar recordings.

For more information:
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For class schedule, visit ce.uci.edu/ahrm
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