

# How I Earned My GPHR

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“Earning my GPHR stands on par with my graduate-level studies and was as challenging to achieve. It’s a rigorous but rewarding process from start to finish. As a lifelong student of globalization who has traveled and worked in close to 70 countries, the GPHR experience is the capstone that has tied it all together substantively and coherently and given me credibility with my peers.”

### Which learning options did you use to study for the GPHR exam?

I did some “blended” learning: first I reviewed the SHRM Global Learning System® (GLS) doing a little bit each day for about six weeks, then supplemented it with sections from two textbooks on global business and HR, and followed that up with the GPHR Certification Preparation Seminar close to my examination date as a way to tie everything together.

### Why did you choose these particular options?

I really have to see and hear things a few times before I understand and internalize them. So the combination of the Individual Self-Study Program, some readings on the side, and a live class gave me that mixture of aural and visual learning methods I really needed.

### What has earning your credentials done for your career?

Earlier in my career, while I never had an HR title, I did have a variety of international HR accountabilities: job design, placement and engagement; international assignment management, repatriation and career counseling; and training and OD, specifically the adaptation and rollout of an executive training program in more than 25 countries. But I hadn’t had any opportunity for focused HR education. Preparing for the GPHR examination and achieving certification validated my professional experience and gave me a framework and common reference point to interact with confidence with other HR and non-HR executives on global HR and business issues.

### How has the SHRM Global Learning System (GLS) helped you with your daily job?

At SHRM, I interact frequently with SHRM members and nonmembers from around the world and am often asked about different best practices in global HRM. The GLS is my reference of choice—I turn to it first to help HR practitioners understand the options they have. I also speak occasionally at SHRM conferences and SHRM chapter events on global HR topics and use the GLS as a background source when preparing speeches or conference sessions.



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