

# SHRM HR Department of One Specialty Credential

As an HR Department of One, you face unique challenges that require versatility and expertise. Earning your SHRM HR Department of One Specialty Credential enhances your resourcefulness and agility, allowing you to address your organization's evolving needs with confidence. This credential boosts your credibility, showcasing your ability to drive strategic initiatives, provide valuable insights, and balance day-to-day operations—solidifying your critical role as an HR leader.



## How to earn the SHRM HR Department of One Specialty Credential

Attend an Instructor Led Program	Complete Two eLearning Courses	Take and Pass an Assessment
<ul style="list-style-type: none"><li>•HR Department of One: Strategies for Success Program</li></ul>	<ul style="list-style-type: none"><li>•HR Department of One: Developing Targeted L&amp;D Solutions</li><li>•HR Department of One: Gaining Support for HR Initiatives</li></ul>	<ul style="list-style-type: none"><li>•HR Department of One Knowledge Assessment</li></ul>

After successfully completing all learning components and passing the assessment, you'll earn the SHRM Workplace Investigations Specialty Credential, along with a certificate of achievement and a digital badge. SHRM-certified professionals will also receive 17.0 PDCs toward recertification. Showcase your accomplishment by adding your credential to your resume, email signature, and social media profiles to boost your credibility and highlight your commitment to the profession.

## Learning Curriculum

### Instructor Led Program (in-person or live online)

#### Title: HR Department of One: Strategies for Success

Heading an HR Department of One (HRDOO) is no easy feat. With limited time, resources, and ever-changing priorities, it can feel overwhelming. In this hands-on learning program, you'll join fellow HR DOOs to refine and enhance your organization's HR practices. You'll learn a proven three-step framework (Assess, Build, Map) to evaluate your current practices, create practical best practices, and align them with your organization's capacity. Guided by an expert instructor, you'll engage in targeted conversations and activities tailored specifically for HRDOOs.

#### Program Objectives:

- Apply the Assess, Build, Map framework to develop a realistic plan for improving HR in your organization.
- Craft talent acquisition strategies to attract high-quality candidates.

- Identify employee development and engagement strategies that boost retention.
- Evaluate your organizational culture and define HR's role in shaping it.
- Find the right balance between strategy and operations in your HR approach.
- Develop actionable insights to drive HR excellence within your organization.

## eLearning Components

### **Title: HR Department of One: Developing Targeted L&D Solutions**

Is your organization ready for innovative L&D solutions? This course will help you define clear learning objectives and create effective training strategies that align with current trends, business priorities, and your staff's expectations.

You'll explore how to make learning accessible and impactful through tools like reinforcement, reflection, and knowledge application. Plus, you'll learn to develop upskilling programs in key areas like technology, soft skills, and emotional intelligence—empowering you to improve staff performance with the resources available to you.

#### **Learning Objectives:**

- Assess your organization's learning and development needs
- Develop a comprehensive learning and development plan
- Understand the power of a learner-centric training model
- Implement practical tools and strategies to bring your learning plan to life

### **Title: HR Department of One: Gaining Support for HR Initiatives**

As an HR Department of One, you are central to all HR activities, ensuring alignment between the workforce and business priorities while fostering a supportive workplace. This course will help you focus your expertise on identifying and implementing impactful HR initiatives.

You'll learn how to partner with the business to gain buy-in for HR projects and create a plan to secure support for initiatives, whether it's an onboarding overhaul, a new benefits plan, or other organizational changes.

#### **Learning Objectives:**

- Understand the impact of HR on the business
- Compare formal and streamlined business case processes
- Learn how to adapt the formal process and apply the streamlined approach
- Develop a strategy for gaining support for HR initiatives