

Hiring for Impact: Building Competitive, Merit-Based, and Workplace Unifying Cultures

Intended Audience	Early to Mid-Career	Delivery Options	• In-Person • Virtual
HR Competencies	• Business Acumen • Inclusion & Diversity • Analytical Aptitude • HR Expertise (HR Knowledge)	Recertification*	SHRM: 6 PDCs

Program Overview

This program introduces SHRM’s BEAM framework (Belonging Enhanced by Access through Merit) and the BLUEPRINT 2025 principles (Legal, Unifying, and Business Accretive). Participants will gain actionable strategies to design, implement, and measure talent solutions that align with organizational goals while applying labor market data, legal standards, client expectations, and evidence-based analytics.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Analyze workforce planning needs by applying merit, availability, and regulatory insights to ensure compliance and organizational readiness.
- Evaluate the use of AI, analytics, and skills-based strategies to promote inclusive, ethical, and evidence-based HR practices.
- Apply approaches that foster civility, belonging, and engagement to improve retention, productivity, and workplace culture.
- Design business-accretive HR strategies that align with organizational growth and prepare the workforce for an AI-powered future.
- Develop and implement a 30-60-90 day action plan that translates insights and data-driven findings into measurable outcomes.

*Visit <https://www.shrm.org/credentials/certification/recertification> for the most up-to-date recertification credit details.

Program Modules

This program includes the following modules:

Module 1: Strategic Foundations for Inclusive HR

- Introduce SHRM's BEAM framework and BLUEPRINT 2025 principles
- Review current and projected labor market trends and workforce demographics
- Discuss skills-based hiring and the role of AI-driven workforce planning

Module 2: Embedding Inclusion, Civility & AI Readiness

- Explore research on civility, belonging, and inclusion
- Address bias, psychological safety, and work/life balance
- Introduce SHRM's BEAM principles and connect to AI readiness
- Highlight how AI can advance inclusive practices while reducing bias

Module 3: Belonging, Engagement & Productivity through AI

- Examine belonging and merit-based practices in HR
- Apply AI-driven tools to measure engagement, retention, and productivity
- Identify retention risks and proactive HR strategies
- Consider the impact of AI on workforce belonging and opportunity access

Module 4: Compliance, Risk Management & Legal Readiness

- Review emerging compliance risks in data-driven HR
- Discuss legal considerations: data privacy, algorithmic fairness, and employment law updates
- Introduce policy audits and risk mitigation strategies for responsible AI adoption

Module 5: Workplace Unification & Business Impact Analytics

- Apply BEAM principles to strengthen workplace unification
- Foster collaboration and accountability across hybrid and cross-functional teams
- Use workforce analytics to link HR initiatives to ROI, growth, and business impact

Module 6: Action Planning & Commitments

- Develop an implementation roadmap using a 30-60-90 day framework
- Define accountability measures and success indicators
- Establish commitments and next steps to drive organizational transformation