

PROGRAM SYLLABUS

HR Consulting

Online Certification Program



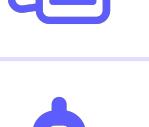
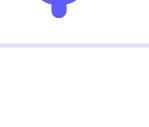
An overview

of what you can expect from this program

Step into the role of a trusted strategic advisor

Whether you're an HRBP, CoE lead, or full-time HR Consultant, you're expected to solve complex problems, influence decisions, and drive change. This Certificate Program equips you with the tools, frameworks, and skills to confidently consult on high-impact business challenges and operate at the highest strategic level of the organization.

You'll learn how to shape business and HR strategy, lead internal HR transformation, redesign operating models, and guide change with clarity and structure. Through six advanced courses and a capstone project, you'll build deep consulting capabilities and learn to apply practical tools that support strategic HR work - from planning to execution. Walk away ready to elevate your influence and position HR as a true driver of business value.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	33.5 hours
	Access	12 months
	Structure	6 courses + capstone project / 16 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Reading materials & bonus content	
	30-day money back guarantee	

Learn in-demand skills

And take your current role to the next level

Learning objectives



HR & Business Strategy

Confidently influence, shape, and execute the business strategy, connecting people, culture and performance.



Strategic HR Consulting

Master the tools, behaviors, and communication skills to advise senior leaders on complex, high-stakes challenges.



HR Transformation & Operating Models

Lead strategic transformation initiatives with structure - from redesigning HR operating models to driving digital change.



Metrics & Strategic Value

Turn data into strategic leverage by setting SMART goals, aligning priorities with OKRs, and showcasing HR's business impact.

The perfect fit for

This online training is ideal for senior HR professionals, from HRBPs and CoE leads to HR Consultants, who want to step into a more strategic role and operate at the highest level of the business.

Whether you're already advising leaders or want to grow your influence, this program helps you build strategic consulting capability to navigate complexity, guide decisions, and lead transformation with structure and confidence.

Curriculum structure

Practical. Comprehensive. Game changing.

- 4 MODULES

Mastering Business Strategy

- 3 MODULES

Leading Strategic Transformation

- 1 MODULE

HR Consulting Toolkit

- 3 MODULE

Demonstrating HR Value Through Metrics and Analytics

- 3 MODULES

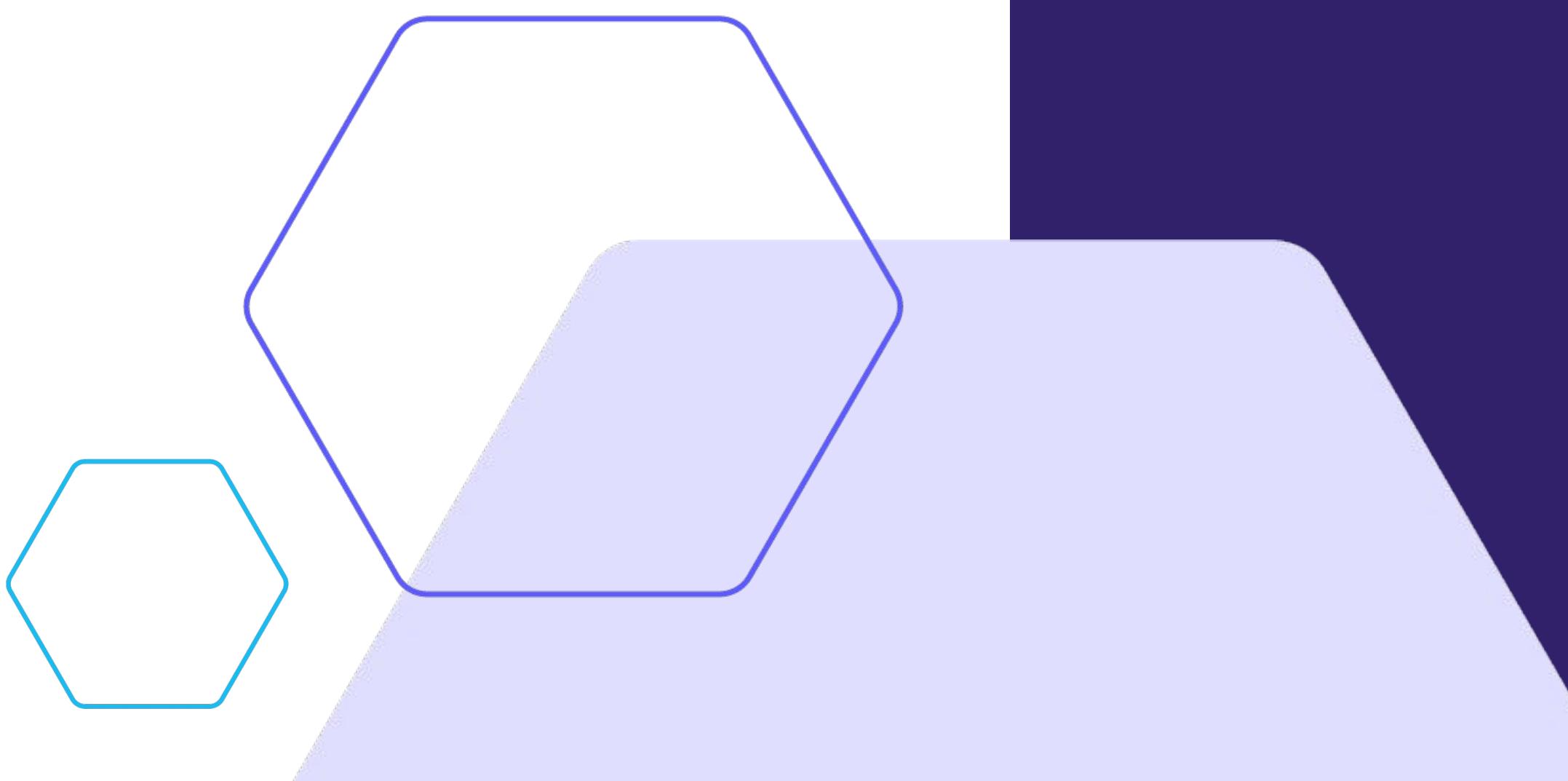
Business-Driven HR Operating Models

- 2 MODULES

Digital Change Management

- 1 MODULE

Capstone Project



A detailed look

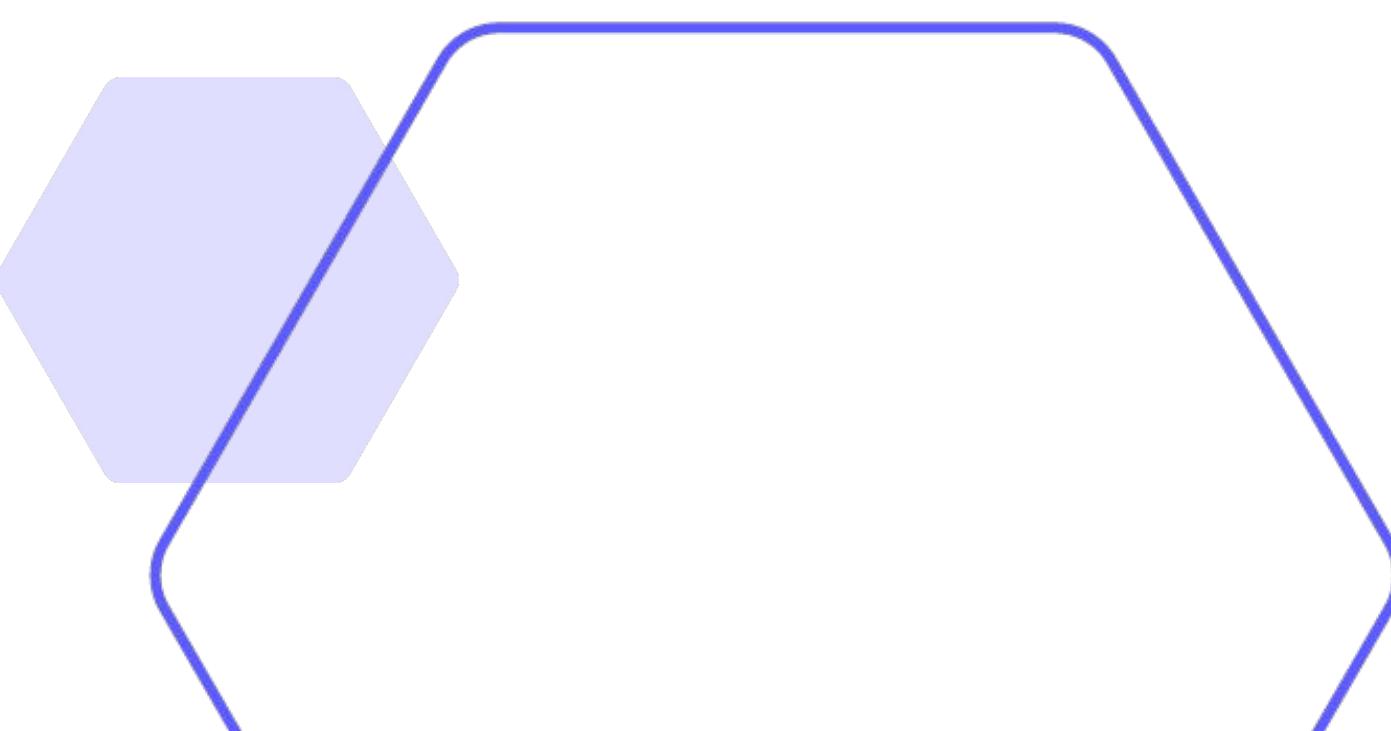
at the curriculum and modules

4 MODULES

Mastering Business Strategy

This course helps senior HR professionals go beyond aligning the HR strategy with business priorities to shaping the business strategy itself. You'll build the confidence and capability to influence business strategy directly, using proven frameworks to create end-to-end strategies grounded in your organization's goals, realities, and industry context. Learn how to avoid common pitfalls, manage risk, track execution, and translate strategy into measurable outcomes — all while strengthening HR's role as a strategic partner. This is where strategic credibility begins.

- **HR as a Driver of Business Strategy**
- **Understanding and Shaping Business Strategy**
- **Executing Strategy for Lasting Impact**
- **Influencing without Authority**



3 MODULES

Leading Strategic Transformation

This course equips senior HR professionals with the mindset, tools, and confidence to drive high-stakes business transformation with credibility and influence. You'll learn how to recognize triggers for transformation, assess organizational readiness, and apply proven models to lead complex change. From M&A and AI adoption to new operating models, you'll build practical capabilities to guide transformation at every stage - aligning people, systems, and leadership around lasting change.

- **Foundations of Strategic Transformation**
- **Strategic Transformation in Practice**
- **Influencing People for Successful Transformation**

1 MODULE

HR Consulting Toolkit

Tackle complex HR challenges with clarity, structure, and confidence using ready-to-apply consulting templates. This course gives you seven proven strategy tools — including SWOT analysis, scenario planning, organizational diagnosis, and execution trackers — to bring structure to ambiguity, align with business priorities, and deliver recommendations that stick. Each tool is taught in real-world context and paired with actionable templates to help you confidently consult on any transformation or strategic initiative.

- **Scenario Planning**
- **Organizational Diagnosis**
- **HR Strategy & SWOT Analysis**
- **HR Strategic Readiness Diagnosis**
- **Strategic HR Storytelling**
- **Strategy Execution Progress**
- **HR Strategy with AI**

3 MODULES

Demonstrating HR Value Through Metrics and Analytics

This course helps you become a more strategic and data-savvy HR leader by giving you the tools to translate strategy into action and measurable impact. You'll learn how to set meaningful HR KPIs and SMART goals, design HR scorecards, and use OKRs to drive alignment, focus, and results. Through practical examples, you'll discover how to use data to guide decisions, track HR's contribution, and build a culture where business value is front and center - all while elevating HR's strategic position.

3 MODULES

Business-Driven HR Operating Models

To deliver strategic value, the HR function must be intentionally designed. This course helps you build and evolve an HR operating model that aligns with your business strategy, structure, and scale. You'll explore HR's structure, roles, processes, and technologies and learn how to design services that are impactful and efficient. You'll gain the tools, frameworks, and examples to assess your current model, improve service delivery, and position HR as a high-impact function.

- **HR KPIs and OKRs for Measurable Impact**
- **Communicating Performance with HR Scorecards**
- **Creating a Data-Driven HR Culture**

- **Designing an Operating Model**
- **Key Factors to Consider**
- **Operating Models in Action**

2 MODULES

Digital Change Management

Digital change often fails because people are not ready to adopt it.

This course helps you lead successful digital HR transformations by managing change with intention and structure. You'll explore leading change models tailored to digital contexts, learn how to build stakeholder commitment, and communicate with clarity across the organization. Whether you're rolling out a new HR system or leading digital transformation, this course equips you to reduce resistance, accelerate adoption, and drive lasting results.

- **Models for Digital Change**
- **Building Commitment to Change**

1 MODULE

Capstone Project

In this Capstone project, you'll step into the role of an HR consultant supporting a heritage brand facing digital disruption. Using proven tools and frameworks — from Porter's Five Forces and the McKinsey 7S Model to scorecards and change narratives — you'll analyze the business environment, define a new strategy, and shape the HR response. This hands-on case study brings together everything you've learned, giving you the opportunity to demonstrate your ability to lead HR transformation in complex, high-stakes situations.

Proven online learning

for Human Resources Professionals

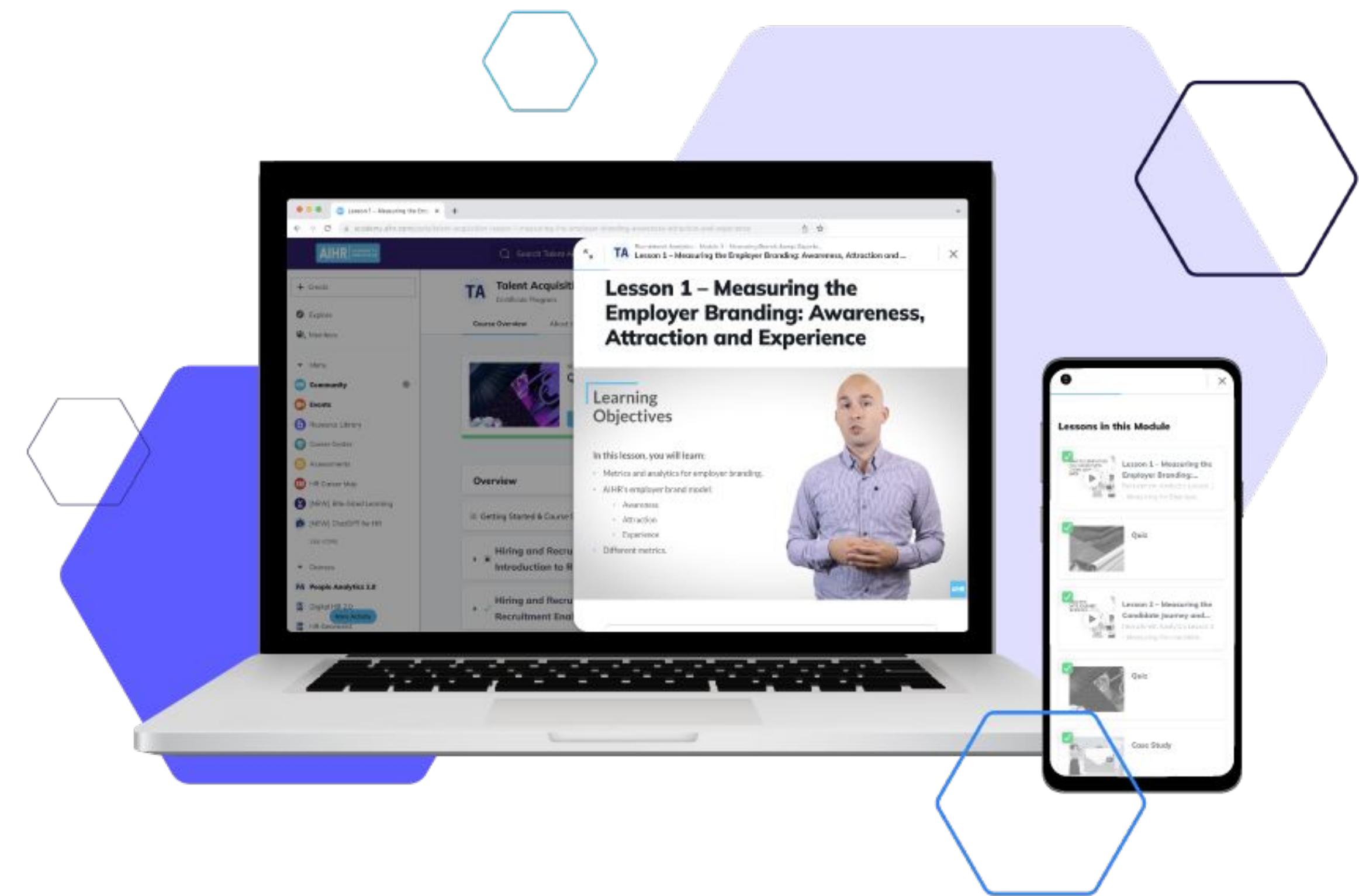


and 6 others



Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



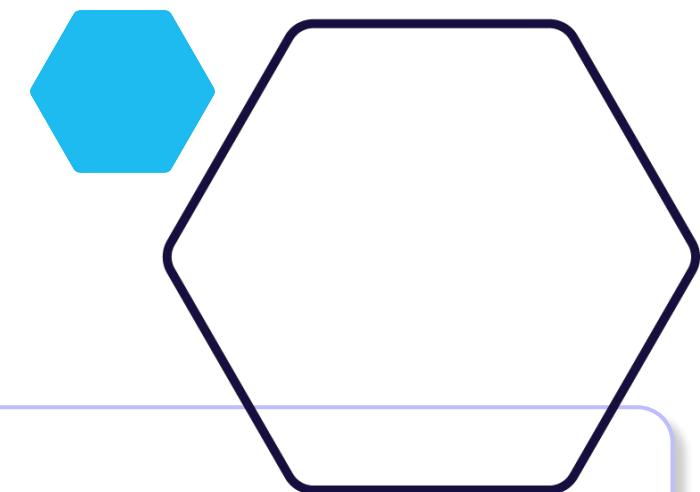
Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.

AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM) for PDCs.

Get a sneak peek

of lessons and course materials



The template is titled 'HR Strategy on a Page' and includes sections for 'Strategic ambition', 'Key initiatives and', and 'Strategic focus areas'. It features a 'Ask gen AI to help:' section with a bulleted list and a 'Key initiatives and' section with a table. A circular profile picture of a woman is on the right.

Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

[Watch preview lessons](#)

The activity is titled 'Data Triangulation' and shows a progress bar at 20% complete. It includes a list of steps: 1. Introduction, 2. Data Triangulation, 3. Preparing for Your Conversation, 4. Having the Conversation, and 5. Summary. A text box describes a scenario where the user is validating data through triangulation with three managers: Debra, Rick, and Elisa. A circular profile picture of a woman is at the bottom.

Interactive activities

Turn your new knowledge into practical skills with a range of practical activities.

[Do the activity](#)

The template is titled 'SWOT Analysis // Template example' and includes sections for 'Helpful to achieve the objectives' and 'Harmful to achieve the objectives'. It features a 'STRENGTHS' section with a bulleted list and an 'EXAMPLE'. A 'WEAKNESSES' section with a bulleted list and an 'EXAMPLE'. A table with columns for 'Internal origin of the organization' and 'External origin of the environment'.

Downloadable templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

[Tour the library](#)

Grow your skill set

Enroll today



Go to www.AIHR.com



Select your program and click the Enroll button



Fill out your (company) billing address and payment details



Create your student account



Happy learning!



McKinsey
& Company



Bank of America
Merrill Lynch



AIHR | ACADEMY TO
INNOVATE HR



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.