



Global Management Academy

G-IAM Human Resources Management Qualifications

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Designed for busy managers at all levels, The Global Academy provides aspiring and experienced managers with structured online career development pathways. Key features of G-IAM Qualification Programs include:

- **3 Management Levels:** develop your knowledge and skills in your current or aspired level of management.
- **Skills Profiles:** Comprehensive skills profiles in each course – share with your managers and peers.
- **Duration:** 9 months access from date of registration.
- **Credentials:** get recognition for your learning with internationally recognized Management Credentials.

Learning with GMA

GMA learning programs provide feature:

- **Online learning:** through videos, online lectures, quizzes, and self-assessments.
- **Offline Learning:** downloadable learning manuals (100+ pages) with each course.
- **Course Duration:** each course takes 10 to 20 hours to complete (depending on level)
- **Assessment:** Online M|C Exams for each program.
- **Support:** continuous personal tutor support through email and Zoom.
- **Certification:** Downloadable Course Certificates shareable on social media.

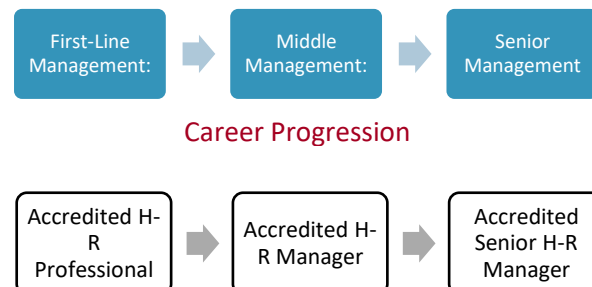
The GIAM Competency Framework

GMA courses are classified into 6 categories based on the internationally recognized G-IAM competency framework. The courses in your program will mainly comprise Human Resources Management courses and selected vital management courses from several related competency disciplines.



G-IAM Qualification Levels

Global Human Resources management program are available at 3 levels of management enabling you to continue learning throughout your career.



Management Credentials

Showcase your achievements with Global Management Credentials.

On completion of 10 courses and online M/C examinations, you will be eligible for a G-IAM Management Credential.



3 Credentials are available:

- **FIRST-LINE MANAGEMENT- FOUNDATION CERTIFICATE:** Complete 10 required courses.
- **MIDDLE MANAGEMENT - DIPLOMA:** Complete 10 required courses.
- **SENIOR MANAGEMENT – ADVANCED DIPLOMA:** Complete 10 required courses.

The learning outcomes you've demonstrated are translated into a digital certificate and digital badge, issued, and managed through the Global Credential platform. This enables you to manage, share and verify your competencies digitally.

Skills and your Career

All Global courses feature skills profiles, which are derived from internationally recognized skills frameworks use by leading recruitment companies.

Global Digital credentials enable employers to gain a granular understanding of a candidate's capabilities. and what they can bring to the role. This is also helpful for internal use. As you gain additional digital credentials, your managers will be aware of your growing value within the organization and your readiness for new challenges and promotions.

Accredited Human Resources Supervisor Qualification Courses

The Accredited Human Resources Supervisor Qualification comprises the following 10 courses:



Foundations in Human Resources Management

- This course provides managers and aspiring Human Resource Management professionals with an essential introduction to the scope of HRM, and provides the foundation for good management practice across the organization.



Foundations in Management

- Designed for new supervisors and managers, this comprehensive foundations in management course will provide you with the knowledge and skills to effectively plan and allocate work, and control your team with confidence and authority.



Foundations in Training and Development

- This course provides you with the knowledge and techniques to build the capabilities of your people in alignment with organization needs, and help you inspire, motivate, and challenge your people to realize their full potential.



Solving Problems at Work

- Designed for anyone responsible for resolving issues quickly, this Course in the Problem Solving Program will provide an overview of the entire creative problem solving process, as well as introducing key problem solving tools that you can use every day.



Foundations in Recruitment

- This very comprehensive course in Managing Recruitment is designed for HR Personnel, and managers who need to gain expertise in recruiting and selecting personnel.



Foundations in Leadership

- In this course you learn about the key theories of leadership and gain insight into your personal approach to leading people. Most importantly, you will be able to derive a complete personal leadership development plan.



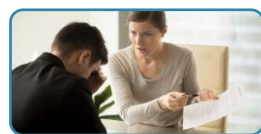
Conducting Recruitment Interviews

- In this course, you will learn the skills of effective recruitment interviewing, and how to plan for and manage a successful recruitment interview process in diverse recruitment contexts.



Understanding Organizations

- This course is designed to help new managers better understand their organizations, and how organizations are structured and function, and how best to help your employees contribute to achieving organizational goals and targets.



Managing Discipline and Grievances

- This course is designed for first line and aspiring first line managers, and provides comprehensive guidance and practical knowledge in how to manage and maintain discipline in the workplace.



Foundations in Workplace Coaching

- The course helps team leaders and managers develop the skills and knowledge to plan for and implement coaching sessions with their employees, and with teams.

Accredited Human Resources Manager Qualification Courses

The Accredited Human Resources Manager Qualification comprises the following 10 courses:



Managing H-R-M Operations

- This comprehensive course provides experienced H-R professionals with the knowledge and skills on how to establish and manage the operations of a human resources department.



Managing Employee Development

- This course is designed for Middle Managers and HR professionals who are seeking to build the capabilities of their people through structured employee development. The course will also help you inspire, motivate and challenge your people to realize their full potential



Managing Employee Performance

- This course will enable you to learn techniques to plan for and manage employee performance, and the communication and other techniques required to manage successful performance interview and employee development planning meetings.



Managing Workforce Planning

- In this course, you will learn about the role of workforce planning in supporting and enabling strategy execution. You will learn how to conduct supply and demand forecasting, and techniques to apply in improving employee retention and developing talent.



Understanding Organization Culture

- This course provides managers with an in-depth insight into the key factors which shape and determine organization culture. The knowledge you will gain will enable you to develop, and deploy tactics and practices which will influence the motivation, behaviors and engagement of your people.



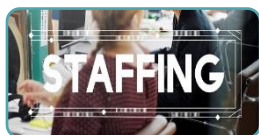
Managing Equality and Diversity

- This course will help managers understand the core principles of diversity management, and to recognize the benefits of diversity within workplaces. You will learn how to cope with diversity challenges at work, and learn to how to promote equality in the workplace, in line with legislation and management best practice



Develop the Human Resources Department Operations Plan

- The course provides H-R Managers with the guidance and tools with which to develop and implement an H-R operational plan to ensure that the departments activities support strategic objectives and targets.



Managing Talent and Succession Planning

- In this course, you will learn how to develop a talent management strategy for the organization, and how to refine and utilize the H-R best practices to enhance employee retention, and in particular, nurture and develop high-potential employees



Management Coaching and Mentoring

- This course provides managers with the skills and knowledge to make the business case for and plan coaching and mentoring for high potential and key staff, and to manage and evaluate the outcomes of coaching and mentoring programs in your organization



Managing Recruitment and Selection

- This very comprehensive course in Managing Recruitment will provide you with the knowledge and expertise to manage the recruitment processes and work with recruitment agencies to help ensure the organization recruits the best fit personnel for all its operations.

Accredited Senior Human Resources Manager Qualification Courses

The Accredited Senior Human Resources Manager Qualification comprises the following 10 courses:



Reviewing People Management Performance

- This very comprehensive course will provide you with a wide range of analysis tools to review performance across the key areas of people management, and to enable you to develop strategies for achieving excellence in the management of its people.



Develop H-R Strategy

- In this course, managers will acquire a broad understanding of the theoretical foundations of Strategic HRM, and the best practices applied in leading and managing people to support sustainable growth while attracting and retaining talent within the organization.



Developing H-R Strategic Plans

- In this course, we will take you through the process of analysis, synthesis and development of the Human Resources Management Strategic Plan, and provide you with tools and techniques to successfully implement your H-R strategy.



Strategic Human Resources Management

- In this course, managers will acquire a broad understanding of the theoretical foundations of HRM, and the best practices applied in leading and managing people to support sustainable growth while attracting and retaining talent within the organization.



Leading Organization Development

- In this course, you will develop in depth knowledge of the strategic contribution of HRD, the range of elements which make up a successful HRD strategy, and how to position your HRD strategy within a wider organizational development strategy..



Executive Leadership in Practice

- This post-graduate level course is designed for experienced senior managers seeking to acquire a comprehensive insight into their own leadership capabilities and performance, and to develop the skills to extend strategic leadership across the organization..



Leading Innovation and Change in the Organization

- This very comprehensive course will help you develop your knowledge and skills in entrepreneurship and management of innovation, and apply this knowledge to the development and realization of new business ventures.



Managing People and Organizations

- In this post graduate level course, you will learn how to identify the prevailing culture of your organization, and where to seek opportunities for transformation. You will also learn about best practices in motivation and engagement, and leadership strategies to optimize organizational capabilities and performance.



Finance for Senior Managers

- This course provides experienced managers with the knowledge to analyze the main financial statements, and to interpret financial performance using a wide range of key financial ratios, enabling you to make informed contributions to strategic financial decision making at the senior management level within the organization



Compensation and Rewards Management

- This course provides H-R professionals with a comprehensive insight into the core principles of effective compensation and benefits management, and how to create and manage workable and value adding pay grades and structures, and ensure compliance with regulatory requirements.

Contact us to get started.

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