

# **GHR-Academy**

## **List of Certifications and Programs**

# GHR-Academy Global HR Education Programs

| Step   | Certification                             | Program   | Positioning  |
|--------|---|---|--|
| Level1 | <b>GHR-BASIC™</b><br><b>人事国際基礎資格</b>      | <b>GHR-Basic Program</b><br><b>人事国際教育プログラム【入門・基礎】講座</b> | <b>Global HR Beginner</b><br><i>(Gateway to becoming a professional)</i><br><br>Acquire foundational knowledge of international HR systematically<br>Develop an initial understanding of global HR terminology   |
| Level2 | <b>GHR-Professional™</b><br><b>人事国際資格</b> | <b>GHR-P</b><br><b>人事国際教育プログラム</b>                      | <b>Comprehensive Training Program for Becoming a Global HR Specialist</b><br><br>Acquire a holistic understanding of the definition and practice of world standard HR<br>Develop and apply proficiency in global HR terminology<br>Understand and implement both human-centric and data-driven approaches  |
| Level3 | <b>GHR-ProAdvance™</b><br><b>人事国際上級資格</b> | <b>GHR-P Advance</b><br><b>人事国際教育プログラム【上級】講座</b>        | <b>Global Human Capital Leader Program</b><br><br>Develop the knowledge and skills to support management as a <b>strategic partner</b> , enhancing understanding and practice of <b>business analysis</b> and <b>strategic design</b> .<br>Embody the spirit of <i>People First</i> to lead <b>global human capital management</b> , acquiring the knowledge, skills, and practical capabilities required of future leaders.<br>Build the ability to <b>communicate, share, and lead globally</b> as a Human Capital Leader who connects people and business strategy. |

# GHR-Academy Specialized Programs

| Level            | Certification                               | Program   | Positioning   |
|------------------|---|---|---|
| Specialized PA   | <b>GHR-PA™</b><br><b>GHRピープルアナリティクス基礎資格</b> | <b>GHR- People Analytics Basic Course</b><br><b>GHR-ピープルアナリティクス入門基礎講座</b> | <b>Comprehensive Foundation Program for Global HR Analyst (People Analytics)</b><br><br>Acquire fundamental knowledge and practical skills from data collection to analysis<br>Learn to derive insights from analytical results and develop storytelling skills to present findings to management<br>Understand and apply both human-centric and data-driven approaches   |
| Specialized HRBP | <b>GHR-HRBP™</b><br><b>グローバル HRBP資格</b>     | <b>GHR-HR Business Partner</b><br><b>グローバルHRBP講座</b>                      | <b>Global HR Business Partner Development Program</b><br><br>Develop the knowledge, skills, and practical capability to act as a strategic partner to business leaders, connecting management and HR and leading the design and execution of HR strategy.<br>From a People-First perspective, design talent strategies and human capital initiatives in a Human-Centric × Data-Driven way, working with the G3 management team to drive organizational growth.<br>Establish real, hands-on strategic HR execution capability as a Global HRBP who builds trust in cross-cultural environments and delivers HRBP Business Proposals that stand up on the global stage. |

# GHR-Academy

## Global HR Education Programs

### Recommended Participant Profile

| Level   | Years of HR Experience (Guideline)  | Years of Business Experience (Guideline)  | Certification Validity / Renewal Requirements    | Program Language                                     | Program Format                                    |
|---------|---|---|--|--|---|
| Level 1 | <b>0-3</b>  | <b>0 &lt;</b>   | Permanent  | Japanese   | Online  |
| Level 2 | <b>3 &lt;</b>   | <b>5 &lt;</b>   | 1 year<br>Annual renewal<br>Continuous education | Japanese<br>English<br>Bilingual (English &Japanese) | Online<br>(For Japanese Classroom also available) |
| Level 3 | <b>5 &lt;</b><br><br><b>GHR-Professional™</b><br>holders or<br>those with<br>equivalent<br>KSAs | <b>3+ years of management or equivalent leadership experience.</b><br><br><i>(Holders of the GHR-Professional™ certification are considered to have met this requirement in lieu of management experience.)</i> | 1 year<br>Annual renewal<br>Continuous education | Japanese<br>English<br>Bilingual (English &Japanese) | Online<br>(For Japanese Classroom also available) |

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## Specialized Programs

### Recommended Participant Profile

| Level            | Years of HR Experience (Guideline)  | Years of Business Experience (Guideline) | Certification Validity / Renewal Requirements | Program Language                                     | Program Format |
|------------------|---|--|---|--|----------------|
| Specialized PA   | 0 <   | 1 <                                      | Permanent                                     | Japanese<br>English                                  | Online         |
| Specialized HRBP | 5 <<br><b>GHR-Professional™<br/>holders or those with equivalent KSAs</b> | 5 <                                      | Permanent                                     | Japanese<br>English<br>Bilingual (English &Japanese) | Online         |