

ACCEPTABLE TOPICS

COMPETENCIES

Leadership & Navigation <ul style="list-style-type: none"> Improving negotiation effectiveness Leading change 	Business Acumen <ul style="list-style-type: none"> Advancing business acumen Understanding organizational metrics 	Consultation <ul style="list-style-type: none"> Effective consultation Applying creative problem solving 	Global & Cultural Effectiveness <ul style="list-style-type: none"> Cross-culture and cross-border issues Global strategic leadership
Ethical Practice <ul style="list-style-type: none"> Business ethics Dealing with unethical behavior or conflicts of interest 	Relationship Management <ul style="list-style-type: none"> Customer relationship management Managing internal and external relationships 	Critical Evaluation <ul style="list-style-type: none"> Critical thinking Data analysis 	Communication <ul style="list-style-type: none"> Communicating up, down and across the organization Constructive feedback for developmental opportunities

HR KNOWLEDGE

People <ul style="list-style-type: none"> Goal-setting approaches Quality assurance techniques Strategic management considerations SWOT and environmental scan techniques Talent management Recruitment and selection techniques Retention techniques Job analysis Employee engagement Compensation and benefits Conflict management HR metrics Change management Training and development Remuneration data analysis Understanding external labor market factors 	Organization <ul style="list-style-type: none"> Balanced scorecards philosophy Motivational theories Organizational behavior theories HR organizational structure and design Understanding individual differences and perceptions Needs assessment techniques Succession planning Employee relations HRIS Data analytic techniques 	Workplace <ul style="list-style-type: none"> Global mindset techniques Visa and work permit considerations Managing international assignments Emotional intelligence Glass-ceiling prevention High- and low-context cultures Drug prevention Duty of care Safety auditing techniques Terrorism prevention and responses Privacy concerns Corporate citizenship and governance programs and legislation Legal update
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