Middle Earth HR Certification Programs
About The Company

Founded in 1997 - 18 year old company with a Mission of providing “Practical Joyful Learning in People Management”

MEHR has an unprecedented client base of over 5000 corporates in various sectors

Is associated with over 350 companies from the Fortune 500 list with a strong loyalty percentage of over 95%

Asia’s largest calendar in HRM and people management. Over 500 open workshops in 20 major cities in Asia and Africa.

Participants from over 50 countries

Mentored and supported over 10,000 HR projects in over 5000 organizations
Our Learning Promise

High quality design from CAMI labs the world best learning design studio

Skilled practioner faculty with indepth industry experience and awesome facilitation skills

World class post training support from over 1000 real live project & locationized project menter

Flexibility to attend the workshop in 20 countries all over asia and africa

Industry validation from over 5000 companies, including 350 out of the fortune 500

High Impact practical joyful learning
Our Core Strengths in Learning Management

3 Stage Learning Process

Work Shop
- Experiential 2-3 days of training

Experiential Project
- 36 Hrs of work supported by guides and an in-depth knowledge center

Global Certification
- Certification global parameters with detailed evaluation
<table>
<thead>
<tr>
<th>Program Name</th>
<th>Who should attend</th>
</tr>
</thead>
<tbody>
<tr>
<td>CELC</td>
<td>Coaches and consultants, Professionals in managerial positions, Line managers, functional professionals who are working as coach or counselor. &gt;3</td>
</tr>
<tr>
<td>CACA</td>
<td>Team leaders, supervisors, managers, HRD professionals and anyone who assess staff for recruitment or development. Professionals who wish to develop an assessment centre right from the scratch. HR professionals looking to expand and improve existing centers</td>
</tr>
<tr>
<td>CID</td>
<td>Content writer, Lead L&amp;D Manager L&amp;D, Sr Managers, Lead Instructional Designer, Learning Delivery specialist, trainer, freelancers, AM Training, RTM, Learning Consultants, soft skill coach, product development, OD, head hr, 3 years</td>
</tr>
<tr>
<td>CMTF</td>
<td>New trainers, experienced trainers who have not had formal education in training, or those needing a refresher to improve their classroom techniques and methods to transfer learning to work situations</td>
</tr>
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<tr>
<td>CHAMP</td>
<td>Senior HR, hr specialist, payroll officers, HR managers, HR Admin Manager, Lead PMS and Talent Management, VP HR, Dy Manager, Head L&amp;D, head recruitment, head talent acquisition, head com &amp; Ben, CEO, CFO, head strategic od&gt;5 years</td>
</tr>
<tr>
<td>CRA</td>
<td>Ex. hr, sr hr, talent acquisition, recruitment analyst, tech recruiter, am hr, business patner, TL recruitment, management trainee, hr generalist, associate manager hr-fresher</td>
</tr>
<tr>
<td>CPTP</td>
<td>Freelancers, trainers, training managers, hr managers, hr talent acquisition, head hr, consultant trainers, Manager L&amp;D, E learning specialists, sr hr, sr business partners, general manager hr, behavioral trainer, army people</td>
</tr>
<tr>
<td>CCBM</td>
<td>Senior HR, hr specialist, payroll officers, HR managers, HR Admin Manager, Lead PMS and Talent Management, VP HR, Dy Manager, sr Executive-Com &amp; Ben, Head HR&gt;5 years</td>
</tr>
<tr>
<td>CPCD</td>
<td>HR, HR Business partner, sr. executive hr, recruitment manager, head hr, hr officer, hr-admin manager, corporate head, training coordinator, sr associate, DGM, A.M-HR, sr manager hr, sr hr associate, hr operations, staffing manager, AVP</td>
</tr>
<tr>
<td>CHRBP</td>
<td>HR Business Partners, Human Resources Managers, HR Executives (managing and developing), HR Directors, Talent Managers, OD Heads, L&amp;D Managers, HR Consultants, Line Managers, Project leaders (who would like to collaborate better with HR), CEO, CHRO's</td>
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<td>--------------</td>
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</tr>
<tr>
<td>CODA</td>
<td>Senior HR, hr specialist, payroll officers, HR managers, HR Admin Manager, Lead PMS and Talent Management, VP HR, Dy Manager, Head L&amp;D, head recruitment, head talent acquisition, head com &amp; Ben, CEO, CFO, head strategic OD &gt; 8 years</td>
</tr>
<tr>
<td>CODT</td>
<td>HR professionals, OD practitioners, HR consultants &amp; trainers, faculties in management institutions and anyone who is interested in the field of OD.</td>
</tr>
<tr>
<td>CODIP</td>
<td>Senior HR, hr specialist, payroll officers, HR managers, HR Admin Manager, Lead PMS and Talent Management, VP HR, Dy Manager, Head L&amp;D, head recruitment, head talent acquisition, head com &amp; Ben, CEO, CFO, head strategic OD &gt; 8 years</td>
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<td>CPTP</td>
<td>Freelancers,trainers,training managers,hr managers,hr talent acquisition,head hr,consultant trainers,Manager L&amp;D,E learning specialists,sr hr,sr business partners,general manager hr,behavioral trainer,army people</td>
</tr>
<tr>
<td>CTMA</td>
<td>HR Recruiters who are already doing or entering strategic competency based recruitments, Managers involved in performance management, succession planning, compensation management. Operations manager who are liable to do workforce planning and develop the leadership pipeline.</td>
</tr>
</tbody>
</table>
**Certified Assessment Center Analyst (CACA)**

- **MODULE 1**
  - Introduction to an Assessment Centre

- **MODULE 2**
  - Identifying Competencies

- **MODULE 3**
  - Identification and Validation of Tools and Techniques

- **MODULE 4**
  - Creating an Assessment Matrix

- **MODULE 5**
  - Assessors Evaluation and BARS

- **MODULE 6**
  - Assessor Calibration

- **MODULE 7**
  - Feedback and Developmental Intervention
Certified Compensation & Benefits Manager (CCBM)

MODULE 1
Compensation and Benefits Environment

MODULE 2
Rewards and basics of Compensation

MODULE 3
Building Internal Equity

MODULE 4
Benefit Plans

MODULE 5
Building Individual Equity

MODULE 6
Building External Equity

MODULE 7
Total Reward Planning
Certified Executive and Life Coach (CELC)

- **MODULE 1**
  - BUILD TRUST

- **MODULE 2**
  - UNDERSTAND GOALS

- **MODULE 3**
  - DIAGNOSE CHANGE

- **MODULE 4**
  - DEVELOP AND SUPPORT

- **MODULE 5**
  - YOUR GROWTH
Certified HR Analytics & Metrics Professional (CHAMP)

MODULE 1
Strategize

MODULE 2
Quantify

MODULE 3
Operational Analysis

MODULE 4
Predictive Analysis
Certified HR Business Partner (CHRBP)

MODULE 1
OVERVIEW OF HRBP

MODULE 2
BUSINESS STRATEGY MAPPING AND HR MINING

MODULE 3
SKILLS FOR BUSINESS PARTNERING

MODULE 4
CHANGE MANAGEMENT CONSULTING
Certified Instructional Designer (CID)

MODULE 1
Overview of Instructional Design

MODULE 2
ADDIE - Analyze

MODULE 3
ADDIE - Design

MODULE 4
ADDIE - Develop

MODULE 5
ADDIE – Implementation & evaluation

MODULE 6
ADDIE - E-learning tools

ADDIE = Analyze, Design, Develop, Implement, Evaluate
Certified Learning & Development Manager (CLDM)

MODULE 1
COMPETENCY BASICS & COMPETENCY

MODULE 2
COMPETENCY ASSESSMENT

MODULE 3
TRAINING DESIGN

MODULE 5
MANAGEMENT BUY-IN

MODULE 4
TRAINING EVALUATION & ROI
Certification on OD Tools (CODT)

Module Details

MODULE 1
Group Process Consulting

MODULE 2
HPI Modelling

MODULE 3
Skills for Group Process Consulting
Certified Performance and Competency Developer (CPCD)

MODULE 1
COMPETENCY, PERFORMANCE AND PCMS

MODULE 2
THE BALANCED SCORECARD

MODULE 3
COMPETENCY FRAMEWORKS AND MAPS

MODULE 6
PERFORMANCE ANALYSIS AND IMPROVEMENT

MODULE 5
ASSESSMENT CENTERS

MODULE 4
PERFORMANCE REVIEW SYSTEMS
Certified Psychometric Test Professional (CPTP)

- **MODULE 1**: Overview of Psychology
- **MODULE 2**: Psychometric Assessment Overview
- **MODULE 3**: Categories of Tests
- **MODULE 6**: Motivational Analysis Using Career Anchors - The RSI Test
- **MODULE 5**: Ability Testing
- **MODULE 4**: Tests for Traits - The PSI
- **MODULE 7**: Evaluation & Reference Check
MODULE 1
Recruitment Analytics

MODULE 2
Requirement Analysis

MODULE 3
Screening & Short listing

MODULE 6
Evaluation & Reference Check

MODULE 5
Non-Interviewing Techniques

MODULE 4
Interviewing, Probing Techniques
Certified Talent Management Analyst (CTMA)

MODULE 1
OVERVIEW ON TALENT MANAGEMENT

MODULE 2
STRATEGY

MODULE 3
BUY AND BUILD STRATEGY

MODULE 4
COST MANAGEMENT AND ROI
Certified Master Trainer & Facilitator (CMTF)

MODULE 1
Attention and Setting the Tone.

MODULE 2
Lecture and MSEVA

MODULE 3
Handling Participant problems

MODULE 6
Enhance transfer to Job

MODULE 5
Assessment BARS and Feedback

MODULE 4
Practice
Certified Balanced Scorecard Professional (CBSCP)

Module 1: Understanding BSc
Module 2: Strategic Planning
Module 3: Strategy Map
Module 4: Creation of BSc
Module 5: Cascading
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<th>Company Name</th>
<th>Logo</th>
<th>Designation</th>
<th>Feedback</th>
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<tr>
<td>Samsung</td>
<td></td>
<td>Manager HR</td>
<td>A comprehensive program, gave us the detail of how use an assessment centre very informative.</td>
</tr>
<tr>
<td>Abacus consultant</td>
<td></td>
<td>Sr.Mgr</td>
<td>Program was very knowledgeable &amp; with lot of additional information was provided. Overall it is a great learning.</td>
</tr>
<tr>
<td>Rizzani OHL JV</td>
<td></td>
<td>Hr Officer</td>
<td>Timings is good. Good topic. Presentation is good. Good stories. Very motivational</td>
</tr>
<tr>
<td>Coca Cola Bottling of Egypt</td>
<td></td>
<td>Career Management Manager</td>
<td>It was an excellent programme. Truly delivered as per international standards.</td>
</tr>
<tr>
<td>Banque Du Caire</td>
<td></td>
<td>General Manager</td>
<td>Very unique program that provides in depth knowledge of assessment center.</td>
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</tr>
<tr>
<td>AI- Mansour Automotive</td>
<td></td>
<td>Senior Recruitment specialist</td>
<td>Very informative and covered all important topics in 2days.</td>
</tr>
<tr>
<td>ICICI Manipal</td>
<td></td>
<td>Soft Skills and Managerial</td>
<td>Learned the fundamentals of assessment center &amp; application of it</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Communication Faculty</td>
<td>through group exercises.</td>
</tr>
<tr>
<td>Indian Navy</td>
<td></td>
<td>Commander</td>
<td>An informative and educational programme.</td>
</tr>
<tr>
<td>TATA projects</td>
<td></td>
<td>Sr. Officer L&amp;G</td>
<td>Relevant, easy to understand and apply, basics were built in a very</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>smooth and effective manner</td>
</tr>
<tr>
<td>Raya Corp</td>
<td></td>
<td>Senior Training Specialist</td>
<td>thank you so much for conducting the program for us. Meeting Mr. Nitin</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sankar was sheer delight. The concepts are much more clearer please do</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>get in touch for L &amp; D program.</td>
</tr>
</tbody>
</table>
Contact Details

Name: Manoj
Email: hrcertification@middleearthhr.com
Mobile: +91 9030087246

For more details regarding our Public Workshops
In-company training, customized training & consulting,
Feel free to drop in an email or contact