

MRA's Certificate Series and PHR/SPHR/GPHR preparation classes educate, engage, and ramp up the contributions of your workforce. With small classes, experienced and practical instructors, and dynamic curricula, MRA provides the training that makes a difference.

Develop Your Team! Invest in You!

Management/Leadership Track

Group Leadership <i>For peer leaders</i>	Peer leaders learn how to more effectively motivate, build trust, influence, communicate, and resolve conflict.
Leading Effective Teams <i>For leaders without the direct authority to hire/fire</i>	Enhance project management and people skills with this series that focuses on keeping the team on track, communicating, managing conflict, and more.
Principles of Management <i>For new managers</i> <i>Over 4,000 graduates!</i>	Designed for direct managers, Principles of Management addresses building trust, delegating, training, coaching, performance management, and legal issues that impact managers.
Leading an Engaged Workforce <i>For experienced managers</i>	This series adds a unique strategic layer and develops critical thinking skills, employee engagement, personal impact, high performance coaching, and basic finance.

HR Track

Fundamentals of Employee Benefits <i>For those with benefits responsibilities</i>	Learn more about essential benefits administration including ERISA, health insurance legislation, leaves of absence, the design and funding of health plans, FSA/HRA/HSA, and retirement plans.
Foundations for Human Resource Administration <i>For those new to HR or wanting a broader perspective</i>	This comprehensive and popular series focuses on critical federal and state laws, HR record keeping, wage and hour specifics, job descriptions, worker's compensation, discipline and discharge, and more.
Human Resource Professionals <i>For experienced HR professionals</i>	Designed for HR professionals seeking both business partnering skills and technical competence, this series delves into becoming a business partner, HR metrics, compensation, and internal investigations.
Strategic Workforce Management <i>For those charged with strategic oversight of talent</i>	Recruiting, developing, and retaining top talent is critical to organizational success. This high level 3-day course looks at connecting organizational goals and people strategies, and producing a personalized plan to accomplish that.

Certification Preparation

PHR/SPHR	Earn the credentials that show your HR expertise! Participants in MRA's PHR/SPHR study program have a 97% pass rate on the PHR exam, and an 85% pass rate on the SPHR – well above the national average.
Global Professional in HR (GPHR)	The global impact of business touches nearly every organization. Learn more about global staffing, compensation, employee relations and other key issues. Even if you're not planning on taking the exam, it's a valuable learning experience!

For information on any of the classes, visit www.mratraining.com (check out the Category box on the left) or in WI contact Marshall at 800.488.4845; in IL contact Doree at 800.679.7001.