

USF HR Academy

EMPOWERING HR EXCELLENCE

Shaping
Success,
Transforming
Lives.

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Introduction

HR professionals drive organizational success by managing the key asset – people.

USF HR Academy empowers talent, shapes lives, and fosters positive change through immersive learning in human resources best practices.



Program Approach

At USF HR Academy, we've crafted a dynamic and comprehensive program designed to elevate HR professionals through a unique cohort-based learning experience. We believe in empowering HR professionals to not only meet industry standards but to exceed them. Join us on a transformative learning journey where your success is our priority.

Cohort-Based Learning

Join a collaborative cohort of like-minded HR professionals on a shared journey of growth. Benefit from a supportive community that fosters peer learning, networking, and shared insights. Collaborate with colleagues to enhance your skills and expand your professional network.



Supportive Colleagues and Facilitators

Connect with a supportive community of colleagues, fostering an environment of collaboration and knowledge exchange.



HR Best Practices

Immerse yourself in a curriculum centered around the latest and most effective HR best practices. Explore case studies, real-world scenarios, and interactive sessions to deepen your understanding.



Unleashing Potential

Cultivate the skills necessary to drive impactful change within our USF community.

Empowerment Through Knowledge

- Empower yourself with the latest tools, methodologies, and insights to excel in your HR role.
- Gain a comprehensive understanding of how HR practices can drive positive organizational change.
- Develop the confidence and expertise to lead initiatives that empower individuals and shape organizational success.



Master the Role of an HR Business Partner



Mastering HR Excellence

Embark on the USF HR Academy journey, and discover a transformative experience designed to propel your HR career to new heights.



Employee Lifecycle Expertise

Acquire expertise in the entire employee lifecycle, from recruitment to talent management and separation.



Cultivating Success

This journey is your pathway to becoming an HR leader, equipped with knowledge, skills, and a network for sustained professional success.



USF HR Academy Journey

Embark on a transformative six-week USF HR Academy journey, seamlessly integrating online learning with live facilitation and cohort fellowship. Our program offers a dynamic blend of self-paced components and regular meetings for an optimal balance of independent exploration and interactive discussions. Each week focuses on different aspects of HR excellence, from mastering the HR Business Partner role to developing interpersonal skills and navigating employee engagement, business acumen, and HR consultation.



Learning Elevated

Acquire expertise in the complete employee lifecycle, including recruitment, talent management, and separation, culminating in a capstone presentation to showcase your HR leadership and relationship management skills. This journey is your pathway to becoming an HR leader, equipped with knowledge, skills, and a network for sustained professional success. Elevate your career with the USF HR Academy, where personalized growth and tangible outcomes await.



USF HR Academy Modules

Within the USF HR Academy, our comprehensive six-week program is meticulously designed to cover a spectrum of modules that form the building blocks of HR excellence. Each module serves as a gateway to essential skills and knowledge crucial for aspiring HR leaders. From mastering the strategic role of an HR Business Partner to honing interpersonal skills, cultivating a global mindset, and navigating through critical areas such as employee engagement, business acumen, and HR consultation, the program provides a well-rounded curriculum.

Module 1	Module 2	Module 3	Module 4	Module 5	Module 6
<p>The HR Business Partner Role</p>	<p>Ethics, Customer Service, Communication, and Global Mindset</p>	<p>Manage and Engage, Business Acumen, Consultation</p>	<p>Attract and Hire, Benefits, Talent Management, Separation, Retire, and Leave</p>	<p>Compensation, Benefits, Employment Law, Employee Relations, Regulatory Environment</p>	<p>Capstone Presentation, Leadership, and Relationship Management</p>
<p>As you dive into the first week, the spotlight is on understanding the crucial role of an HR Business Partner. Engage in thought-provoking discussions, interactive sessions, and real-world case studies that lay the foundation for strategic HR thinking.</p>	<p>In the second week, the focus shifts to ethical practices, mastering customer service, effective communication, and cultivating a global mindset. Through role-playing, cultural sensitivity exercises, and practical scenarios, you'll develop well-rounded interpersonal skills.</p>	<p>Navigate through the intricacies of managing and engaging employees, honing business acumen, and mastering the art of HR consultation in the third week. Group projects, case analyses, and interactive workshops will elevate your ability to drive organizational change.</p>	<p>The fourth week delves into the full spectrum of the employee lifecycle. From recruitment best practices to benefits administration, talent management, and handling employee separation, engage in simulated hiring scenarios and practical exercises to develop expertise across the HR landscape.</p>	<p>In the penultimate week, a comprehensive understanding of compensation, benefits, employment law, employee relations, and navigating the regulatory environment awaits. Legal case studies, employee relations workshops, and regulatory compliance simulations will empower you to navigate HR challenges with confidence and compliance.</p>	<p>The final stretch brings it all together. Showcase your newfound HR expertise in a capstone presentation, hone leadership skills through simulations, and deepen your ability for effective relationship management. It's the culmination of your journey, where you emerge equipped with knowledge, skills, and a network for HR excellence.</p>

Unlock Your Potential with USF HR Academy



Live Facilitated Sessions

Immerse yourself in our weekly 90-minute live sessions—the heart of USF HR Academy. Led by expert facilitators, these required sessions provide a collaborative space for in-depth exploration, discussions, and real-world applications.



Interactive Online Modules

Explore our curated online modules at your own pace, offering 2-2.5 hours of interactive, engaging, and informative content weekly.



Overall Time Commitment

Embark on a flexible 24-hour learning journey over six weeks with USF HR Academy. Balancing live sessions and self-paced modules, it offers seamless integration into participants' schedules.

The Dynamic Formation of USF HR Academy Cohorts

With a cap of 20 participants per cohort, our commitment is to ensure that each participant receives a comprehensive and personalized experience. Cohorts will be assembled through manager recommendations, with the goal of creating diverse groups that foster varied perspectives and collaborative dynamics. Importantly, the program is designed for both existing and future HR business partners, embracing a forward-looking approach to skill development within the HR landscape.



2024 Program Calendar

Class	Available Seats	Nomination & Enrollment	Start Date	Graduation
Spring I	20	Manager nomination	March 11	April 19
Spring II	20	Manager nomination	April 29	June 7
Summer I	20	Manager nomination	June 17	July 26
Summer II	20	Manager nomination	August 5	September 13
Fall I	20	Manager nomination	September 23	November 1
Fall II	20	Manager nomination	November 4	December 20

Where Excellence Meets Opportunity

Embark on your transformative HR journey with the USF HR Academy, where each module is meticulously designed to elevate your skills, knowledge, and leadership capabilities. For more information on upcoming cohorts, contact us at training@usf.edu.

Elevate your HR career today with the HR Academy – where excellence meets opportunity.

