HR Management

for when the staffing plan lands on your desk

The CEO wants headcount, pay ranges and a plan to keep the people you can't lose. The numbers sit in 5 spreadsheets, not in a recommendation leadership can act on. This program works through workforce planning, the cost of turnover, pay and rewards, retention, and a live case where you build an HR plan.

Taught by former HR executives, on realistic cases, with HR peers from other employers.

DATES	TIME	FORMAT	CREDIT
May 18 to 21, 2027 Tuesday to Friday	11:00 AM to 2:45 PM Eastern Each day	Live online 4 half-days on Zoom	13 SHRM and HRCI recertification credits

Tuition

$1,575 per seat

$1,325 each when you bring a colleague (2 or more from one company)

- Every seat after the second is $1,325 too
- Pay by card, invoice or purchase order
- On demand now at the same price

Who it's for

- HR directors and HR managers
- Heads of people at mid-size employers
- The senior HR person who reports to the CEO
- Newer HR managers and HR business partners
- HR leaders asked for a plan, not a process

Built for HR leaders. You don't need a strategy background.

Since 1979	80,000+	HR executives
TRAINING HR PROFESSIONALS	IAML ALUMNI	WHO TEACH HR LEADERS



Dr. Di Ann Sanchez leads the May 18 to 21 sessions.

Former HR executives Dr. Di Ann Sanchez, SPHR, SHRM-SCP and Cyndi Ramírez Ryan, SPHR teach HR Management.

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What the 4 half-days cover

The people decisions leadership hands to HR, practiced on realistic cases.

01	**Workforce planning and HR metrics**	Metrics executives act on, planning for skills instead of headcount, and HR's view of business risk.
02	**Hiring and keeping people**	Job design for hybrid teams, skills-based hiring, internal moves, stay interviews, and spotting disengagement before people leave.
03	**Managers and performance**	Manager capability, continuous feedback, calibration for fairness, coaching for development, and realigning underperformers.
04	**Pay, rewards and culture**	Pay ranges and transparency, market pricing, rewards for critical roles, psychological safety, and rebuilding trust after change.
05	**Your HR plan**	HR dashboards, the cost of turnover, and a live case where you build a simplified HR strategic plan.

How live online works

Live on Zoom, 4 half-days

Tuesday to Friday, 11:00 AM to 2:45 PM Eastern each day.

Former HR executives

HR leaders who held executive roles and now advise employers on people strategy. Dr. Di Ann Sanchez leads this date.

HR peers from other employers

Discussion with HR leaders from other employers facing the same staffing, pay and manager questions.

Realistic cases

You work through realistic cases, and build a simplified HR plan in a live case.

IF SOMETHING COMES UP

Miss a half-day? You get the on-demand version of that part.

WHEN YOU FINISH

Certificate and credits

Every program carries a certificate of completion and 13 SHRM and HRCI recertification credits, live online or on demand.

Taught by HR leaders who have run the function.

Both held HR executive roles before starting their own firms, and now advise employers on people strategy.



Leads the May 18 to 21 sessions

Dr. Di Ann Sanchez, SPHR, SHRM-SCP

Human Resources Chief Exceptional Officer
DAS HR Consulting & Sanchez Associates

- Former vice president of the People organization at Boeing Commercial Airplanes
- Over 35 years in HR, including executive roles at private and public companies



Cyndi Ramírez Ryan, SPHR

Founder & Chief Executive Officer
Más Talent HR

- Former HR executive at Baylor Scott & White and Philips Medical
- Named one of Texas' Most Powerful & Influential Women

What participants say

"Di Ann's energy, enthusiasm, and passion made the class interesting and engaging."

Megan Mihelick
Human Resources Generalist, Dow

"Di Ann Sanchez was truly inspiring. She gave me the energy that I needed to continue in the field of HR."

Patrice Terrell
Associate Director, Georgia College

"This was by far, the best seminar I've ever attended! The materials provided are a great resource and the instructors did a great job of presenting the information."

Sylvia Ayala
Vice President, Human Resources, Gladney Center for Adoption

Who sends people to IAML

AutoZone
Boeing
Cedars-Sinai
ChristianaCare
Comcast
Darden Restaurants
Dow
Federal Reserve Bank of Dallas
FedEx
GSK
Honeywell
Intermountain Health
JM Family Enterprises
JPMorganChase
Kimberly-Clark
L3Harris
Liberty Mutual
Los Alamos National Laboratory
Mayo Clinic
Newmont
Nordstrom
Procter & Gamble
Sandia National Laboratories
Shaw Industries
Southern California Edison
State Farm
The Home Depot
TJX Companies
UPS
Vanguard

A partial list of organizations that have sent people to IAML programs. IAML has trained 80,000+ HR professionals since 1979.

What your approver will ask

Everything a manager or budget owner needs to say yes, on one page.

☐	WHEN	May 18 to 21, 2027, Tuesday to Friday, 11:00 AM to 2:45 PM Eastern
☐	FORMAT	Live online, 4 half-days on Zoom. On demand now at the same price.
☐	CREDITS	13 SHRM and HRCI recertification credits, plus a certificate of completion
☐	COST	$1,575 a seat, or $1,325 each when you bring a colleague (2 or more from one company)
☐	PAYING	Invoice or purchase order accepted. Card works too.
☐	CHANGES	Full refund up to 14 days before the program starts. Transfer to a later date at any time.

The details behind each answer

Every live date runs, guaranteed

Put May 18 to 21 on the calendar now. Miss a half-day? You get the on-demand version of that part.

Bring a colleague

Both seats drop to $1,325, and every seat after that is $1,325 too. If a colleague registers after you have paid, IAML refunds the difference on your seat.

Invoice or purchase order

Your company can pay by invoice or purchase order. Choose Request invoice at checkout and add your PO number.

Refunds and transfers

Full refund if you cancel up to 14 days before the program starts. Transfer to a later date at any time.

REGISTER ONLINE

www.iaml.com/programs/strategic-hr-management

Choose the number of seats at checkout, or ask for an invoice there.

OR CALL

(949) 760-1700

Group planning, invoice routing, or questions about the program.

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