

Setting the Global Standard for HR & Leadership Excellence.

Global HR Excellence Certification FAQs

FAQs

Global HR Excellence Certification	
Question	Answer
What is the Global HR Excellence certification?	Global HR Excellence is the inaugural certification from the Josh Bersin Institute, designed to build core, human-centered, future-focused capabilities essential to management and HR practices today. It culminates in a formal credential as a certified Global HR Excellence professional, issued by the Josh Bersin Institute.
Who should enroll in the Global HR Excellence certification?	The program is ideal for HR practitioners at all career stages in all specialties, business partners, COE leaders, HR operations leaders, and emerging CHRO-track professionals who want to move from running HR processes to architecting people-centric, business-aligned solutions at scale across global organizations. It is also suitable for people managers, vendor leaders, and those who collaborate with HR who need deep, practical understanding of how leading HR organizations operate.
What capabilities will I build through this certification?	The Global HR Excellence certification is designed to build both capability and confidence in Systemic HR® and AI fluency. Credentialed professionals will be able to handle complex, unexpected disruptions—such as market & technology changes, major transformations, M&A, and CEO transitions—and know how to respond from an HR and people-systems perspective the moment they occur.
How is the Global HR Excellence certification different from a traditional HR certificate or other industry exam-based credentials?	Traditional HR certifications emphasize memorizing regulations, frameworks, and policies. Global HR Excellence is built as a real-world, simulation-driven experience that uses business scenarios, case studies, and applied projects to help you practice judgment, decision-making, and influence in context.
How is Global HR Excellence different from a Galileo Learn® path or other online course bundles?	Where Galileo Learn® offers access to rich research-based content and hyper-personalized learning paths, Global HR Excellence is a structured, cohort program that integrates research-based content based on 96 HR capabilities into a simulation-centered curriculum with curated scenarios, expert instruction, and assessment. Galileo is included as supplemental scaffolding to build AI fluency; the certification is about how you think and act, not just what you've watched or read.

What is USC Marshall School of Business' role in the Global HR Excellence Certification?	■ USC Marshall is a content and delivery partner for Global HR Excellence. They collaborate on program design and bring in additional experts and perspectives that deepen the business and leadership components of the experience. The Josh Bersin Institute remains the independent issuing body for this credential.
What is the structure and duration of the program?	■ The program runs over a 12-week journey with defined HR domain areas of focus, supporting activities, and target outcomes “week by week,” combining content, projects, and reflection. Learners should expect to spend 5-7 hours per week on the certification program.
What learning methods are used in Global HR Excellence?	■ Participants experience a mix of research-backed content, contextual videos, case-based scenarios, conceptual frameworks, and collaborative scenarios that emphasize how to talk about and lead change, not just repeat best practices. The aim is to cultivate advocates and bold voices for HR excellence.
Is Global HR Excellence a one-time course or an ongoing community?	■ While the certification process takes place over a single 12-week cohort, candidates who earn the final certification join a global alumni network and gain access to ongoing updates and special sessions. The certification does not need to be renewed upon issuing.
How much does the Global HR Excellence Certification cost?	■ Each registration costs 4495 USD.
How will this certification support my career progression and marketability?	■ The certification is a forward-looking, practice-based credential anchored in The Josh Bersin Company's HR 2030™ blueprint and Systemic HR® strategy. Backed by both the world's most trusted HR advisors and a world-class business school. It signals to employers that you can operate at a “global excellence” level and apply modern HR and people management practices in the context of real business conditions, not just pass a test.