Certification training

SHRM Senior Certified Professional

SHRM-SCP

Preparation for the SHRM-SCP exam

Training for HR leaders and strategic HR professionals that connects the SHRM BASK to enterprise decisions: aligning with organizational goals, leading change and weighing risk.

Delivered by Vertex Business, a professional certification training provider.

Recorded pathway
14 months

Live round
with the trainer

Arabic explanation
exam terminology kept

Completion certificate
from Vertex Business

Program details and enrolment **vertexbusiness.xyz/programs/shrm-scp?lang=en**

PROGRAM OVERVIEW

When you are expected to decide, not just execute.

About the training

Senior HR roles ask you to choose what serves the organization, balance stakeholders, cost and risk, then explain the decision to leadership. This training prepares you for an exam that measures that kind of thinking, and organizes your experience into a framework you use every day.

The exam at a glance

134	4	BASK
questions	**hours**	**2026 framework**
80 knowledge · 54 scenario-based	including 220 testing minutes	8 competencies · 14 HR areas

Per SHRM's SHRM-SCP page and the 2026 SHRM BASK, accessed 14 October 2026. The exam includes 24 unscored field-test items.

Two item types

Knowledge items

Test your grasp of HR concepts, practices and professional terminology.

Situational judgment

Present a workplace scenario and ask for the most effective course of action.

SITUATIONAL JUDGMENT

How to work through a scenario item

01

Read the situation

Identify the real problem and who the decision affects.

02

Weigh the options

Separate an acceptable response from the strongest professional one.

03

Decide as a leader

Favor what serves the organization while protecting fairness and compliance.

WHO THIS TRAINING IS FOR

For those who lead HR, or are preparing to.

This suits you if you:

- ✓ **Lead integrated HR operations**
  You oversee several functions, such as talent acquisition, performance and rewards, and coordinate them.
- ✓ **Develop policies and procedures**
  You draft policy, balance compliance with business needs, and track how it lands.
- ✓ **Align HR strategy with organizational goals**
  You contribute to growth or restructuring plans and translate them into workforce decisions.
- ✓ **Advise senior leadership**
  You bring data-based recommendations and explain their impact on performance and cost.

Roles at this level

Illustrative roles that work at this level; SHRM determines eligibility.

- ✓ **HR manager**
  Runs a team and sets the department's priorities and budget.
- ✓ **HR director**
  Leads the HR function and represents it to senior leadership.
- ✓ **Head of HR department**
  Owns department decisions and balances the needs of different units.
- ✓ **Strategic HR business partner**
  Connects a business unit's needs to measurable HR solutions.

ELIGIBILITY AND LANGUAGE

Before you apply for the exam

Experience

At least three years in strategic-level HR work, or holding SHRM-CP for three years while working in, or moving into, a strategic role.

Exam language

An Arabic version is available to residents of Saudi Arabia, within the countries SHRM lists, at an in-person test center.

The closer level

If your role is mostly operational, SHRM-CP is closer to where you are today.

Full eligibility on SHRM's official page

OFFICIAL BLUEPRINT

SHRM BASK 2026: what the exam measures

SHRM allocates roughly half of the exam to behavioral competencies and half to HR knowledge domains.

Behavioral competencies

≈ 50%

Leadership

- Leadership & Navigation
- Ethical Practice
- Inclusive Mindset

Interpersonal

- Relationship Management
- Communication

Business

- Business Acumen
- Consultation
- Analytical Aptitude

HR knowledge

≈ 50%

People

- HR Strategy
- Talent Acquisition
- Employee Engagement & Retention
- Learning & Development
- Total Rewards

Organization

- Structure of the HR Function
- Organizational Effectiveness & Development
- Workforce Management
- Employee & Labor Relations
- Technology Management

Workplace

- Managing a Global Workforce
- Risk Management
- Corporate Social Responsibility
- U.S. Employment Law & Regulations

The SHRM-SCP angle

For SHRM-SCP, SHRM reads these competencies through its advanced-level proficiency indicators: setting direction, leading enterprise initiatives and influencing leadership. The 2026 edition also adds examples of AI in HR practice.

Source: the 2026 SHRM BASK and SHRM's official SHRM-SCP page on shrm.org.

HOW VERTEX BUSINESS STRUCTURES THE TRAINING

Three training modules, each built around real decisions.

The training groups BASK competencies and domains into three connected modules. The official blueprint on the previous page remains the exam reference.

01 Leadership & Competencies

Leadership, ethics, consultation, analytics, relationships, communication and business acumen.

> **Applied example** How do you present a sensitive recommendation to the executive team and win its support?

02 People Strategy

HR strategy, talent, engagement, learning, rewards and workforce decisions.

> **Applied example** A recruitment plan that cannot keep pace with sudden business growth.

03 Organization & Workplace

Organization design and development, relations, technology, global work and risk.

> **Applied example** Restructuring a department while protecting trust and continuity.

LEARNING OUTCOMES

What you will be able to do

01 **Analyze an organizational situation**
Identify the real problem and the stakeholders a decision affects.

02 **Compare options and choose the strongest**
Separate acceptable from best for the organization, and justify the choice.

03 **Identify risks and priorities**
Across compliance, fairness and cost before a decision is approved.

04 **Draft an executive recommendation**
A concise recommendation linking an HR initiative to organizational goals and impact.

HOW YOU STUDY

Two ways to study. Choose what fits your time.

Recorded pathway

Start once your account is activated and study, and replay explanations, at your own pace. Personal access for 14 months from payment confirmation.

Suits you if your schedule changes often.

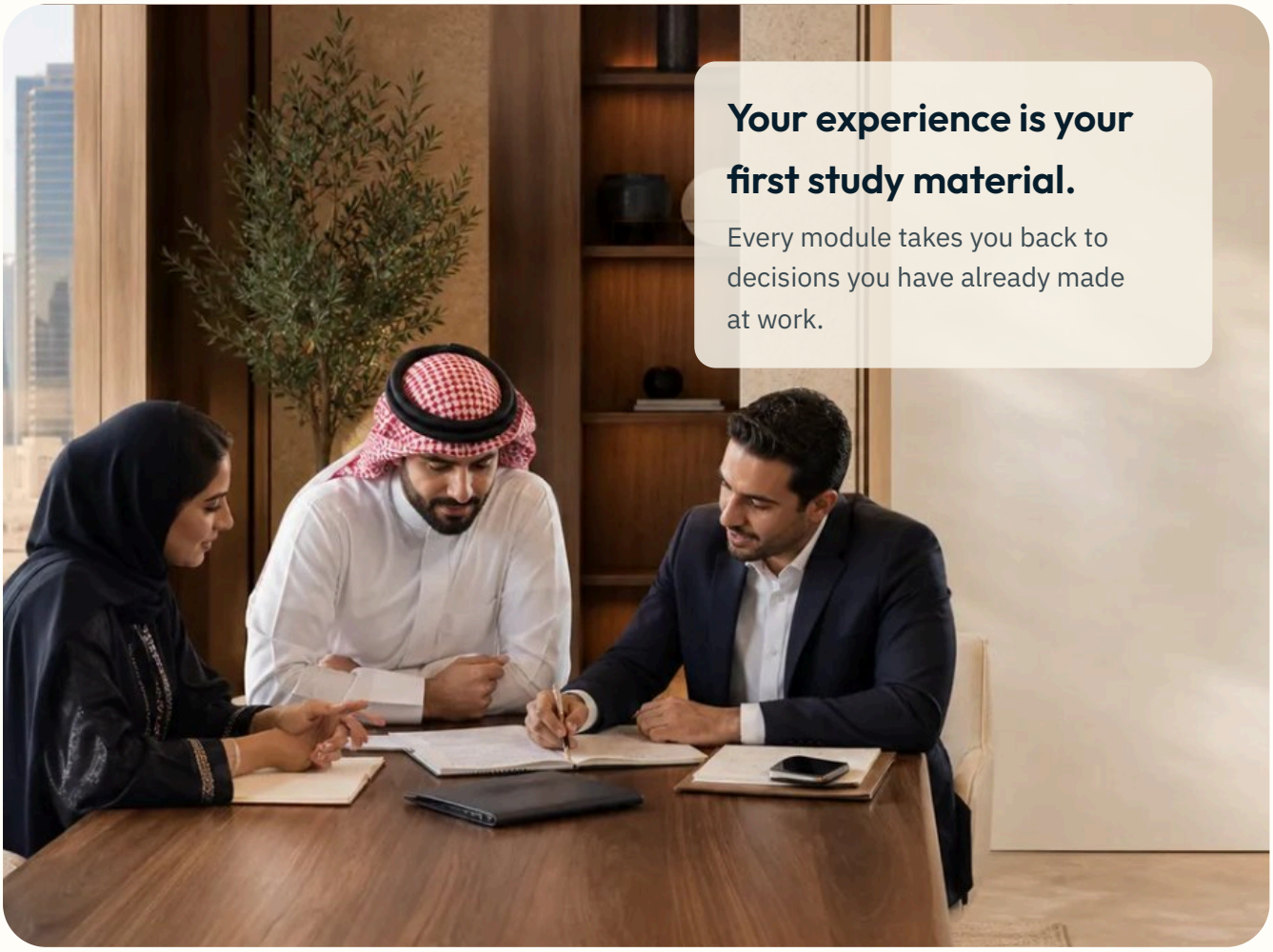
Live round

Live sessions with the trainer on the round schedule published on the program page. Purchased separately from the recorded pathway.

Suits you if you prefer a fixed schedule and live interaction.

Arabic explanation, exam terminology kept

Concepts are explained in Arabic while the English terms stay exactly as they appear on the exam.



Your experience is your first study material.

Every module takes you back to decisions you have already made at work.

STUDY PLAN

A practical plan from your starting point to exam day.

01 **Find your starting point**
Rate yourself on the eight competencies and three knowledge domains, and note your three weakest areas.

02 **Split time across the blueprint**
Roughly half on behavioral competencies and half on HR knowledge, with extra time for your gaps.

03 **Learn a concept, then apply it**
After each concept, recall a situation from work and ask: what is the best decision for the organization?

04 **Practise and review mistakes**
Use the practice questions available to you, and revisit every miss a few days later.

05 **Write down your reasoning**
Note why you chose an answer and why you ruled out the others; this is how judgment improves.

06 **Review cumulatively and pace yourself**
A weekly review of earlier material, and practice spreading 220 minutes across 134 questions.

Knowledge items

Precision with concepts and terms: review them in English, as they appear on the exam.

Situational judgment items

Choosing the best option for the organization: compare acceptable with best, and tie your answer to ethics and compliance.

FROM VERTEX BUSINESS LEARNERS

“An excellent session. I learned important things about the certification and benefited a lot... everything was explained so clearly that I had no questions left.”

— SHRM learner after a live session · translated from Arabic · published on the Vertex site

“What impressed me most was the trainer’s care that the information landed and that everyone had a chance to take part... and pointing out what matters most in the material.”

— CPTD learner about the trainer after a session · translated from Arabic · published on the Vertex site

“This achievement would not have been possible without the support, guidance and training I received... which prepared me for the exam.”

— Learner who earned CPTD · translated from Arabic · public post shown on the Vertex site

About Vertex Business

Vertex Business provides professional certification training in talent development, human resources and project management, alongside a professional diploma in medical research and team training for organizations. Training pairs Arabic explanation that keeps the exam’s English terminology with application to real workplace decisions.

Company details

Applying for the exam

Exam registration, fees and scheduling are handled directly with SHRM.

Official SHRM-SCP page

COMPLETION CERTIFICATE AND PROFESSIONAL CREDENTIAL

When you complete the training requirements, you receive a Vertex Business certificate of completion.

The SHRM-SCP professional credential itself is awarded by SHRM once you pass its exam and meet its requirements.

VERTEX BUSINESS

Choose how you study and enrol

Scan with your phone camera

ENROLMENT

- ✓ Current prices, VAT included
- ✓ Next live round dates
- ✓ Enrolment and payment
- ✓ Contact the Vertex Business team

View program and enrol →

01
Open the program page
Scan the code or tap the link.

02
Choose your study option
Recorded pathway or live round.

03
Complete enrolment
Start once your account is activated.

vertexbusiness.xyz/programs/shrm-scp?lang=en