

## ASTD/HPI CERTIFICATE PROGRAM

The program is being offered through a partnership between Southern Illinois University Carbondale and ASTD. Upon completion of the five courses, nine (9) continuing education units will be awarded and the student will receive a certificate from the national office of ASTD.

**Classes will be held at  
Pfizer Pharmaceutical  
9:00 a.m. - 4:00 p.m.  
on**

**Wednesday - Friday March 26- 28**

**Tuesday -Thursday April 8 - 10**

**Wednesday - Friday June 11 - 13**

**Tuesday - Thursday August 12 - 14**

**Tuesday - Thursday October 21 - 23**



**SOUTHERN ILLINOIS UNIVERSITY CARBONDALE  
WORKFORCE EDUCATION AND DEVELOPMENT  
475 CLOCKTOWER DRIVE  
PULLIAM HALL 212  
CCARBONDALE, IL 62901-4605**



## HUMAN



## PERFORMANCE



## IMPROVEMENT



**Southern  
Illinois University  
Carbondale**



What is the HPI Training Program?

A comprehensive program for training Human Resource and Organization Development Professionals who are responsible for improving employee performance.

Why Earn the SIUC ASTD HPI Certificate?

***Comprehensive Skill-Based Design:***

The ASTD ( American Society for Training and Development) HPI program contains exercises and activities designed to cultivate specific competencies and decision making skills.

***Career Advancement:***

As professionals realize that workplace performance problems cannot be solved through training alone, the need for practitioners who are knowledgeable about HPI principles and techniques will grow dramatically.

***Expert Instruction***

HPI courses are taught by experienced SIUC instructors, who know how to apply classroom theory to on-the-job situations.

***Tuition Reimbursement:***

Many employers offer tuition reimbursement, particularly for education that will help solve their workplace challenges.

## HPI PROGRAM COMPONENTS

### **Human Performance Improvement in the Workplace (18 hours)**

This course helps participants get their clients to articulate their business goals, link these goals to human performance, diagnose the current state of performance in the organization, find the root causes for performance deficiencies, implement solutions, and evaluate the results of the interventions implemented.

### **Analyzing Human Performance (18 hours)**

Participants learn how to analyze their performance needs to optimize their HPI efforts. They see how to align their front-end analysis with the business results the organization is seeking, use analysis tools efficiently, and practice implementing them in their organizations.

### **Evaluating HPI Solutions (18 hours)**

This course helps participants assess a number of evaluation theories and show how they apply to the HPI process. They learn the strengths and limitations of familiar evaluation processes as well as see how the Performance Improvement Intervention Model blends a number of models and ties them directly to the HPI process.

### **Selecting HPI Solutions ( 18 hours)**

Participants become acquainted with some of the hundreds of possible interventions that can improve performance as they learn how to select the most appropriate intervention to close identified performance gaps. They also learn how to cost-effectively implement the intervention and troubleshoot the implementation process.

### **Transitioning to Human Performance Improvement (18 hours)**

In this capstone course, participants use everything that they have learned in the previous courses to create a transition plan for their organization that will create an environment that supports the ideals of the HPI movement. They also get feedback on their plan before it is presented to their stakeholders.