**SPHR Testimony**

**What is your background?**

- Was a former enlisted 75H/42A (6.5 years, SSG); Served in the General Officer Management Office (GOMO) in Pentagon as SSG. Commissioned as an AG officer in 2004 (13 years as AG Officer). Executed pilot PSDR program at 101st ABN DIV (2005); Named AG officer of the Year in 2006; Served as a BOLC/CCC instructor and Co Commander for 369 AG BN; Selected for Advanced Civil Schooling (ACS) at University of South Carolina - Masters in HR; Served on Talent Management Task Force in Army G-1 in Pentagon (2016); Obtained SPHR in 2017 while at ILE.

**Why did you get the HR certification?**

- The SPHR was offered at no cost while at CGSC. That was the driving factor. It also counted as two elective credits at CGSC, so that was a bonus incentive. I also wanted to challenge myself and see if I could pass the exam, given how difficult it is touted to be.

**How does the certification help you in your current role? How do you think it will help in future roles?**

- I'm not sure it will have any significant benefit in my immediate future roles in the Army. It is a good body of knowledge, but is largely insignificant in terms of military application. The largest benefit I believe is in the mindset to think strategically.

**How did you prepare for the exam? For how long?**

- Most of my preparation was listening to the audio CDs from the David Siler program. I likely listened to them over 5 times through completely while running and at home. I read 2-3 chapters in the Siler study guide and I also watched some of the video content on-line as part of the Siler program (although I found most of the videos repeated the audio CD material). I took roughly 75% of the practice exams on-line and I took all of the final exam practice test the day prior to the actual test or on the actual day of testing. I would estimate that I spent roughly 75-90 hours in prep, with the vast majority listening to the audio CDs.

**What surprised you most about the preparation process? About the exam?**

- Preparation took a lot more effort than I initially expected. It is a lot of material to cover and trying to fit in study time, along with normal CGSC coursework was more challenging than I expected.

- I think the exam was not quite as difficult as I expected. I think the exam was passable for me because I am good at taking multiple choice exams. I could eliminate a few choices and narrow the answers down. I didn't have as much specific knowledge as I think would normally be needed. I had a good system of working through the exam, marking questions I was unsure of, and eliminating wrong answers. I had roughly an hour left when I was done going through the exam and reviewing once. I had plenty of time to complete the exam.

**What career advice would you give your younger self?**

- I don't know that I would give myself any different career advice, especially as it applies to taking/passing the SPHR. Taking stretch assignments that challenge you and expand your knowledge and leadership abilities is a key feature of growing as an HR professional/leader.

v/r

Chad Henderson

MAJ, AG