

90-DAY PATHWAY PLAYBOOK

Get the 90-day pathway playbook.

Four persona-specific 90-day roadmaps, module-by-module guidance, weekly checkpoint templates, LBD portfolio sequencing, and resume + LinkedIn templates — one structured HR professional development plan for every track.

4 persona roadmaps**Weekly checkpoints****LBD portfolio sequencing****Resume + LinkedIn kits****2025–26 cohort data****90**

DAYS TO JOB-READY

4

TAILORED TRACKS

12

WEEKLY CHECKPOINTS

WHAT YOU GET

Everything inside the 90-day toolkit

This playbook turns the GSDC HR career pathway into a day-by-day plan. Instead of guessing what to study or build next, you follow a sequenced track matched to where you are starting from — and finish with a portfolio, a sharpened resume, and a credential-ready profile.

1 4 persona-specific 90-day roadmaps

Bridger, Builder, Modern, and Strategic tracks — each with module-by-module guidance.

2 Weekly checkpoint + reflection templates

Twelve structured checkpoints so progress stays measurable, not vague.

3 LBD portfolio sequencing per persona

A Learning-By-Doing order of artifacts that compounds into a hire-ready portfolio.

4 Resume + LinkedIn templates

Persona-matched copy blocks for Bridger, Builder, Modern, and Strategic profiles.

5 Real 2025–26 cohort transition data

Benchmarks from the most recent GSDC HR pathway cohorts.

50% OFF

The playbook maps the path — the certification proves it.

Pair these 90-day roadmaps with the GSDC Certified HR Professional credential and turn a study plan into a recognized qualification employers screen for.

[Enroll in the HR Certification →](#)

FIND YOUR TRACK

Which 90-day roadmap is yours?

Every learner starts from a different place. Pick the persona that fits your situation today — the next pages give each one a complete, module-by-module 90-day plan.

TRACK 01

The Bridger

Coming into HR from an adjacent role — operations, admin, customer success, or recruiting coordination — and need to translate existing skills into HR language.

Goal: Cross into a first dedicated HR role.

TRACK 02

The Builder

Early-career HR generalist or coordinator who wants to lock in core competencies across the full employee lifecycle and stop feeling like a generalist by accident.

Goal: Become a confident, well-rounded HR generalist.

TRACK 03

The Modern

Practicing HR professional upskilling into people analytics, HR tech, and AI-assisted workflows so your toolkit matches how HR actually operates now.

Goal: Lead data- and tech-enabled HR.

TRACK 04

The Strategic

Experienced HR professional moving toward HR business partner and people-strategy work — linking HR decisions to business outcomes and the leadership table.

Goal: Step up to strategic HR / HRBP.

LIMITED TIME

No matter your track, the destination is the same credential.

All four roadmaps converge on the GSDC Certified HR Professional certification. Enrollment for the upcoming intake is open for a limited window — claim your seat while it lasts.

[Reserve My Certification Seat →](#)

TRACK 01 · BRIDGER

Crossing into HR from an adjacent role

The Bridger 90-day roadmap

Days 1–30

TRANSLATE & ORIENT

MODULES **HR Foundations** & the employee lifecycle — map your current skills to HR competency areas.

LBD OUTPUT Skills-translation matrix + a 1-page "why HR" narrative.

CHECKPOINT Can you name the lifecycle stages and where your past work fits?

Days 31–60

CORE CRAFT

MODULES **Recruitment, onboarding & HR operations** — the workflows you will own first.

LBD OUTPUT A mock job description, screening rubric, and a 30-day onboarding plan.

CHECKPOINT Portfolio piece #1 reviewed against the rubric.

Days 61–90

PROVE & POSITION

MODULES **Compliance basics & HR ethics** + certification exam prep.

LBD OUTPUT Finished portfolio + Bridger resume and LinkedIn rewrite.

CHECKPOINT Certification-ready; applying to first HR roles.

50% OFF

Make the career switch official at half the investment.

The Bridger track is built to end in a credential. Enroll now while the certification is 50% off and graduate the 90 days as a Certified HR Professional.

[Claim 50% Off & Certify →](#)

TRACK 02 · BUILDER

Early-career generalist locking in the core

The Builder 90-day roadmap

Days 1–30

CLOSE THE GAPS

MODULES **Total rewards & performance management** — the areas generalists are weakest in.

LBD OUTPUT A compensation-band explainer + a performance-review cycle map.

CHECKPOINT Self-audit: rate yourself across 8 generalist competencies.

Days 31–60

EMPLOYEE RELATIONS

MODULES **Employee relations, engagement & HR policy** design and rollout.

LBD OUTPUT A policy one-pager + a sample ER case write-up with resolution.

CHECKPOINT Peer-review of your ER case handling.

Days 61–90

ROUND IT OUT

MODULES **HR metrics intro & compliance** + certification exam prep.

LBD OUTPUT Full-lifecycle portfolio + Builder resume and LinkedIn rewrite.

CHECKPOINT Certification-ready; positioned for a senior generalist role.

48 HOURS ONLY

Lock in your Builder certification — the offer closes in 48 hours.

Don't let momentum stall at "almost certified." This enrollment offer is valid for the next 48 hours only. Secure your seat before the window shuts.

[Enroll Before the 48h Closes →](#)

TRACK 03 · MODERN

Upskilling into analytics, HR tech & AI

The Modern 90-day roadmap

Days 1–30

DATA FLUENCY

MODULES **People analytics foundations** — HR metrics, dashboards, and reading the numbers.

LBD OUTPUT A turnover/attrition dashboard with a written insight summary.

CHECKPOINT Can you turn raw HR data into one defensible recommendation?

Days 31–60

SYSTEMS & AI

MODULES **HRIS, automation & responsible AI in HR** workflows.

LBD OUTPUT An automation map for one HR process + an AI-use guardrail note.

CHECKPOINT Process redesign reviewed for impact and risk.

Days 61–90

OPERATIONALIZE

MODULES **Data-informed decisions & storytelling** + certification exam prep.

LBD OUTPUT Analytics portfolio + Modern resume and LinkedIn rewrite.

CHECKPOINT Certification-ready; positioned for HR analytics / HR-tech roles.

SEATS FILLING FAST

The 2025–26 cohort seats are going quickly.

Modern-track learners fill seats fastest. Join the current Certified HR Professional cohort before places run out and study alongside peers on the same timeline.

[Grab a Cohort Seat →](#)

TRACK 04 · STRATEGIC

Moving toward HRBP & people strategy

The Strategic 90-day roadmap

Days 1–30**BUSINESS LITERACY****MODULES** **HR & business strategy alignment** — connect people decisions to outcomes.**LBD OUTPUT** A workforce-plan brief tied to a business goal.**CHECKPOINT** Can you defend an HR initiative in business terms?**Days 31–60****PARTNER SKILLS****MODULES** **Change management, OD & stakeholder influence.****LBD OUTPUT** A change-management plan + a stakeholder map for one initiative.**CHECKPOINT** Plan stress-tested against likely objections.**Days 61–90****LEAD THE ROOM****MODULES** **People-strategy & leadership influence** + certification exam prep.**LBD OUTPUT** Strategy portfolio + Strategic resume and LinkedIn rewrite.**CHECKPOINT** Certification-ready; positioned for HRBP / people-leader roles.**CAREER ROI**

A credential the leadership table recognizes.

Strategic roles ask for proof, not just experience. The GSDC Certified HR Professional credential signals you can connect HR to business outcomes — the fastest line on your case for the next role.

[Invest in the Certification →](#)

STAY ON TRACK

Weekly checkpoint & LBD portfolio sequencing

Use this template every week and sequence your Learning-By-Doing artifacts in order — each one builds on the last so your portfolio compounds instead of scattering.

Weekly checkpoint COPY EACH WEEK	LBD portfolio sequence PER PERSONA
<ul style="list-style-type: none"> <input type="checkbox"/> Completed this week's assigned module <input type="checkbox"/> Produced this week's LBD artifact <input type="checkbox"/> Logged one exam-prep practice set <input type="checkbox"/> Updated resume / LinkedIn with new proof <input type="checkbox"/> Booked next week's study blocks <div style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;"> <p>Reflection: What clicked this week, and what one thing will I do differently next week?</p> <p>-----</p> <p>-----</p> </div>	<p>WEEKS 1–4 Foundation artifact — the orientation piece for your track (matrix, audit, dashboard, or workforce brief).</p> <p>WEEKS 5–8 Core-craft artifact — the workflow you'll own (JD + rubric, policy, automation map, or change plan).</p> <p>WEEKS 9–12 Capstone artifact — a polished, presentation-ready piece that headlines your portfolio.</p>
	<div style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;"> <p>Rule: finish & review each artifact before starting the next. Order beats volume.</p> </div>

SAVE 50%

Your portfolio shows the work. The certification verifies it.

A strong portfolio plus a recognized credential is what moves you from shortlisted to selected. Enroll now and finish the 90 days fully certified — at half the cost.

[Get Certified at 50% Off →](#)

POSITION & PROVE

Resume + LinkedIn templates & 2025–26 cohort data

RESUME + LINKEDIN
Persona headline starters

BRIDGER	"Operations professional transitioning into HR — GSDC HR pathway, with a portfolio in recruitment, onboarding & HR ops."
BUILDER	"HR generalist across the full employee lifecycle — total rewards, employee relations & performance, GSDC-credentialed."
MODERN	"People-analytics & HR-tech focused HR professional — dashboards, HRIS & responsible AI in HR workflows."
STRATEGIC	"HR business partner linking people strategy to outcomes — change management, OD & stakeholder influence."

Representative 2025–26 cohort transition data

Persona track	Avg. completion	Portfolio artifacts	Reported next step
Bridger	87 days	3	First dedicated HR role
Builder	84 days	3–4	Senior generalist / specialist
Modern	82 days	3	HR analytics / HR-tech role
Strategic	89 days	3	HRBP / people-leader track

90

DAY TARGET WINDOW

4

PERSONA TRACKS

12

WEEKLY CHECKPOINTS

3+

PORTFOLIO ARTIFACTS

Figures are representative cohort benchmarks for illustration and planning; individual results vary by starting point, time invested, and local market conditions.

FINAL CALL

You've seen the plan — now make it count with the credential.

This is your last prompt in the playbook: enroll in the GSDC Certified HR Professional certification today and turn these 90 days into a qualification that follows you for your whole career.

Become a Certified HR Professional →

**START TODAY**

Pick your track. Start day one. Finish certified.

You now have four persona roadmaps, weekly checkpoints, an LBD portfolio sequence, and resume + LinkedIn templates. The only step left is to begin — and the GSDC HR Professional certification is where every track lands.

Choose your persona**Run the 90-day plan****Build the portfolio****Get certified**

Start the pathway at gsdcouncil.org/certification-program/become-an-hr-professional