

SENIOR EXECUTIVE DEVELOPMENT PROGRAMME IN BUILDING FUTURE CHROs

Starts December 28, 2020 | 10 Months | Live Online Sessions



Become a future-ready HR leader and effectively navigate your human capital towards resilience and growth



STARTS ON
28 December 2020



DURATION
10 Months
Live Online Sessions



PROGRAMME FEE
INR 2,50,000 + GST

Overview

As the business landscape evolves with new market realities, disruptive technologies, work-from-home as the 'new normal', and managing teams virtually, the role of Chief Human Resources Officer (CHRO) has become intrinsically complex. The new-age CHROs need to be agile in thinking and strategic in their approach towards building innovative HR practices resulting in a long-lasting shared workforce resilience.

Joining XLRI VIL's **Senior Executive Development Programme in Building Future CHROs** will help you understand the unique dynamics of strategic HRM, and gain skills needed to build and implement innovative and future-ready HR strategies. Anchor your career-growth and transition into a future-ready CHRO to steer your business towards growth, with insight, innovation and strategy in HR practices.

95%

Indian talent professionals believe that employee experience will shape the future of HR in the coming years.

Source: LinkedIn Global Talent Trends 2020

74%

HR leaders believe that it is essential to implement agility in HR practices, but do not have a strategy to achieve it.

Source: Gartner's How Agile Principles Drive Successful HR Transformations, 2020

91%

Indian business leaders agree that inclusive workplace culture is vital to the success of their business.

Source: Accenture's Getting to Equal 2020: The Hidden Value of Culture Makers, 2020



Who is this Programme for?

This programme is ideal for:

- **Senior HR and learning and development managers**, soon-to-assume HR head or CHRO role and are responsible for managing a large workforce
- **CHROs, business heads and organisational development leaders** keen on improving the company's human capital strategy and aligning it to the business goals
- **HR specialists and consultants** interested in improving strategic decision-making and business outcomes for their client organisations
- **Senior managers or leaders** from other business functions aspiring to be a CHRO
- **Entrepreneurs and business owners** seeking to leverage effective people management strategies for business growth

Programme Highlights



Learn from one of India's Foremost HR Management Institutes



10-month Programme with Live Online Sessions



Learn from Leading XLRI Faculty and Industry Experts



Engaging Peer-to-peer Learning and Networking



Gain Actionable Insights through a Hands-on Project & Real-world Case Studies



Receive a Prestigious Certificate of Completion from XLRI VIL



Programme Directors

Dr M. Srimannarayana

Professor,
Human Resource Management



Dr M. Srimannarayana, a Gold medallist in M.A. (I.R. & PM) from Andhra University, has a doctorate from Utkal University on Training and Development in Public Sector Undertakings. Dr Srimannarayana has presented several refereed papers in notable international conferences and has published articles in national and international journals. His primary research interests include staffing, training needs assessment and training evaluation. He has spearheaded various consultants projects and customised MDPs on HR policy, training and HRD for leading companies, government departments and state governments.

Dr L. Gurunathan

Associate Professor,
Human Resource Management & Strategic Management

Prof. Gurunathan is a Fellow of IIM Ahmedabad, and his teaching expertise lies in executive compensation, strategic human resource management, as well as wage determination and administration. He is a prolific trainer and has been a prominent consultant to the Sixth Pay Commission, Government of India, NPCIL, TCIL and Reliance India Limited to name a few. His research work has also been published in various national and international peer-reviewed journals and conferences.





Programme Modules

This intensive 10-month programme will help you acquire the essential HR functional expertise and strategic leadership abilities to be an effective CHRO. Become an industry-ready HR leader through a series of real-world business applications, industry case studies and tools as well as hands-on project work.

MODULE 1: Human Resource Management as a Strategic Process in Creating Agility

- Understanding strategy-reviewing strategy and its impact on organisational process
- Deriving HR strategy from organisational strategy
- Understanding HR and strategy fit and strategic alignment
- HR's role in managing change
 - HRM issues in M&A and JV
 - HRM in related versus unrelated expansion
 - HRM in globalisation

MODULE 3: HR's Role in Building Talent

- Talent development strategy
- Succession planning, career planning and managing extra organisational networks
- Talent development modes and impact

MODULE 2: Organisation Design to Facilitate HR Strategy

- Role of Structure and culture in influencing strategy and vice versa

MODULE 4: HR's Role in Managing Motivation

- Understanding motivation- the current theoretical stage
- Designing pay philosophy-pay strategy and pay mix
- Performance management- the why and how of it
- Pay for performance- short-term and long-term incentives

MODULE 5: Leadership and HR

- Understanding leadership from a personal & organisational leadership perspective
- Leadership and communication
 - HR's role in leading the organisation through transactional and transformational leadership
- HR managers as influencers
- HR leader's role in managing and leading change & business transformation

MODULE 7: Appreciating, Understanding and Influencing Other Functions - I

- Key developments in marketing management/ sales and branding
- Key roles in marketing and sales and their performance measurement
- Marketing the HR function

MODULE 9: Appreciating, Understanding and Influencing Other Functions - III

- Understanding key concepts in operations management
- HR and TQM/ planning, scheduling and HRM

MODULE 11: Capstone Project Presentation

MODULE 6: Industrial Relations and Labour Laws

- Key aspects of IR in India
- Labour laws- a refresh of the various legislations and its impact on industries
- Preparing for Automation of jobs by exploring new-age industrial and employee relationships

MODULE 8: Appreciating, Understanding and Influencing Other Functions - II

- Understanding key concepts in finance
- Finance and HRM

MODULE 10: Analytics and HR Manager

- How to understand and interpret Data
- Using Data to answer or ask HR questions
- Software that enable HR analytics



Capstone Project

No programme is a success unless you can apply what you have learnt! To that effect, this hands-on capstone project enables you to assimilate your learnings from the theoretical concepts in the modules within the framework of real-world business challenges. Throughout the project journey, you will be guided by experienced faculty and industry practitioners.

“

The only competitive advantage a company has are its people - their ideas and creativity. The soft stuff is the hard stuff for the next 10-20 years.

-Leena Nair
Chief HR Officer, Unilever

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Learning Outcomes

This meticulously curated programme will prepare you for tomorrow's leadership challenges in a disruptive world. It will enable you to drive strategic growth across critical decisions relating to talent development, performance management, incentives, change management, business transformation and more. You will effectively be able to develop a people-practice that is agile and future-ready.



Acquire the skills to translate and articulate high-level organisational goals and strategies into an effective and agile human resource strategy



Become an effective agent of change management to plan and lead the organisational culture and growth strategy



Gain the ability to continuously scout, acquire and develop key talent resources in the organisation



Design and implement organisational structures that complement the business strategies



Explore and understand the applications of analytics to make data-driven business decisions



Explore how to motivate individual and team performance, design incentive systems, and create an attractive work environment



Learn about leadership, HR's role as an influencer, and effective communication practices in the context of the 21st century workplace

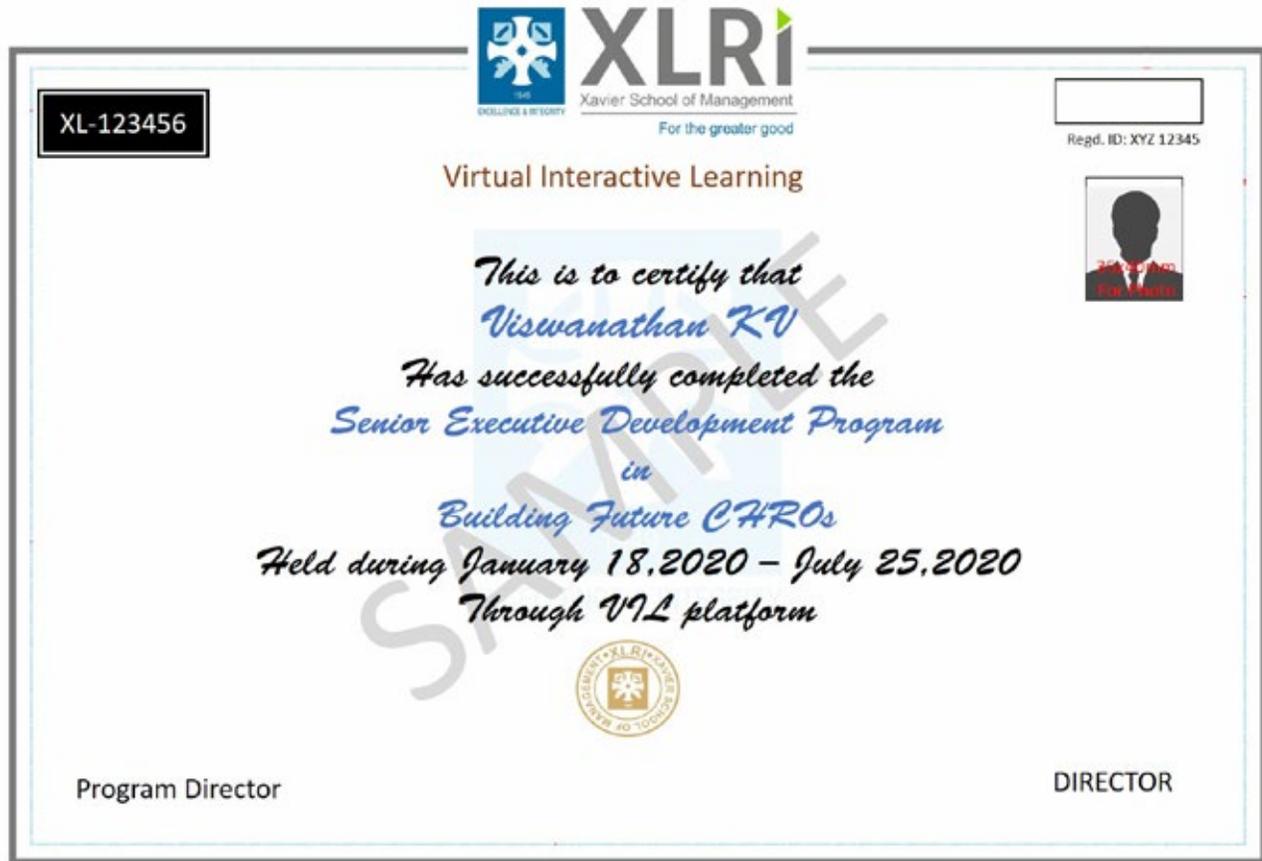


Gain insights into the changing 'new age employee' and organisation relationship along with strategies to improve it.



Certificate

Participants will be awarded a completion certificate from XLRI on completing all evaluation components, including the capstone project and maintaining a minimum attendance of 70%.



Note: All certificate images are for illustrative purposes only and may be subject to change at the discretion of XLRI VIL.



Application Requirements

Experience Documents:

- For Previous Organisation(s): Relieving letters
- For Current Organisation: Current Salary Slip or Bonafide Certificate from the HR department on company letterhead

Graduation and Post-Graduation Education:

- Marksheet – Individual or consolidated (all semesters)
- Passing Certificate – If Any
- Diploma/ Degree/ Doctorate

ID Proof:

- Any Government issued photo ID like PAN Card/ AADHAAR Card, Driving License/ Passport, etc.

System Requirements

This programme includes live online classes conducted on Zoom. To attend a live online class you will need to have a PC/ Laptop/ Mac with:

- Speakers and microphone: built-in or a USB plug-in or wireless Bluetooth
- Webcam: built-in or USB plug-in
- Processor: with Dual Core 2Ghz or higher (i3/i5/i7 or AMD equivalent)
- RAM: 4 GB or higher
- OS: Either MacOS 10.7 or higher OR Windows 8 or higher
- An internet connection: Minimum bandwidth of 3.0 Mbps (up/ down)
- Browser: IE 11+, Edge 12+, Firefox 27+, Chrome 30+
- Zoom software client installed on your PC/ Laptop/ Mac

Programme Details

Programme Schedule

Duration	10 Months
Academic Orientation	Jan 10, 2021
Live Online Sessions	3 Hours/ week Sunday, 9:00 AM - 12:00 PM
Programme Application Link	Click here to apply to the programme.

Eligibility:

- HR professionals with graduation (10+2+3) in any discipline from a recognised university with minimum 10 years of work experience.
- Experience in the HRM field/ people management is preferred.

Evaluation:

- Faculty members teaching their respective modules will choose the method of evaluation most appropriate to the subject
- Assignments / Regular quizzes will be conducted online

Payment Schedule

Programme Fee 2,50,000 + GST (exclusive of application fee)

Instalment Schedule

Instalment I	Instalment II	Instalment III	Instalment IV
Within 7 days of Selection	Jan 6, 2021	Apr 6, 2021	Jul 6, 2021
INR 50,000 + GST	INR 70,000 + GST	INR 70,000 + GST	INR 60,000 + GST

Round-wise Application Dates

	Application Fee	Dates
Round 1	INR 2,500 + GST	Nov 25, 2020
Round 2	INR 2,500 + GST	Dec 21, 2020

Note: Admissions are on a first-come, first-serve basis. There might not be subsequent rounds if seats are filled in the initial rounds.

Finance options available. [Click here](#) to learn more.
For more information please email at xlri@eruditus.com

About XLRI VIL

With a passion for academic excellence, XLRI was established in 1949. XLRI has the vision of nurturing responsible global leaders for the greater common good and a sustainable future. It is known to be one of the best B-Schools in India. The world-class amenities and faculty at XLRI spare no effort to make its curriculum the best and deliver it most effectively. XLRI continuously scans the developments in business and society, and proactively tries to meet the challenges. The characteristic that sets XLRI apart is *magis* - the zeal to do better, never to be satisfied with being mediocre and aspire to excel. Since 2002, XLRI Virtual Interactive Learning (VIL), as a unique academic methodology, allows working professionals to continuously upgrade their knowledge and skills through continuing education without taking a break from their careers. Over 10,000 working professionals have benefited from various programmes offered by XLRI VIL.

About Eruditus

Eruditus Executive Education offers customised and open programmes in India, Singapore, Dubai and other global locations in collaboration with MIT Sloan, Columbia Business School, INSEAD, Harvard Business School (HBS), Kellogg Executive Education, Berkeley Executive Education, Wharton Executive Education, IIM Lucknow Executive Education, IIM Calcutta Executive Education and Emeritus. Our world-class executive education programmes, supported by eminent programme experts, provide an immersive learning experience integrated with actionable insights and practical business applications. The meticulously curated programmes are delivered in a different range of formats; in-class, online, as well as blended programmes. Our extensive portfolio also includes short 2-4 day in-class workshops, online courses of 2-3 months duration as well as comprehensive learning journeys that run over 6-9 months, customised to an organisation's requirement.



Apply for the programme here

APPLY NOW

For registration and any other information,
please get in touch with us at xlri@eruditus.com



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