

PROGRAM CURRICULUM



Module 1

- Introduction to hr as strategic business partner
- Future workplaces & emerging hr roles - a perspective
- Learning & learning styles
- HR in global context: an introduction

Module 2

- Understanding self & organizations
- Individual & group behaviour
- Organizational development
- Knowledge management

Module 3

- Planning for job & people
- Strategic staffing
- Interview technique
- Learning & development process

- Talent management
- Leadership role in developing talent

Module 4

- Performance management
- Building a performing culture
- Feedback & counseling
- Career & succession planning
- Coaching& mentoring
- Employee engagement

Module 5

- HR analytics
- Analytical skills & hr
- Negotiation skills
- Strategy & hr
- Role of hr leadership



Module 6

- International HRM process
- Managing cross-cultural workforce
- Contemporary hr issues 5 challenges
- Organizational development

Strategic HR

- Creating a draft HR strategy ready to validate with your leaders.
- Take the relationship between HR and the CEO to the next level.
- Quantify the investment required for the strategy.
- Measure the effectiveness of the strategy.
- Communicate the strategy in a way that connects with leaders and executives.
- Practical tips to ensure that the strategy stays relevant through business changes.

- Understand a 4-step framework for creating effective strategies.
- Design programs and services for a modern workforce.
 - This part of the course helps students in gaining enhanced knowledge of the HR process and how to align them as per the organizational goals and strategies. It talks about industry best practices and how to customize them as per the organizational culture to enhance human capabilities.
 - Further, it builds knowledge on the gamut of HR portfolios covering HR lifecycle i.e. from recruitment, on-boarding to off-boarding and helps to set the foundation of organizational basic. A comprehensive program that aligns processes to create a great place to value and set a high standard of values and compliances.
 - Additionally, students will learn how to gather and evaluate HR data, convert it into a story, and leverage industry data to influence stakeholders on introducing and revamping HR processes and programs.
 - Further, it will help students to prepare for interviews, internal promotions.

HR BUSINESS PARTNER

What you'll learn

- Explore the Human Resource Business Partnering (HRBP) Approach and recognize its Key Drivers
- Identify the attitudes, knowledge and skills required of a Human Resources (HR) Business Partner
- Discover how to operate as a successful HR Business Partner
- How to design and execute HR strategies that enhance the value of human capital
- How to effectively design and manage HR processes, ensuring the strategic goals of the organization are achieved
 - In this part of the course, we provide valuable information on how Human Resource Business Partnering (HRBP) operates in practice and discuss the required business partnering skills of those individuals working within the Human Resources (HR) function within an organization.
 - We begin by reviewing the role of Human Resource Management (HRM) practice within the context of the organization. Next, we develop a discussion on what HRBP skills are required to meet today's tough organizational challenges. This leads to a conversation of how an individual can operate successfully as a business partner, specifically in identifying business partnering opportunities and building relationships; promoting the HRBP role and understanding business needs.

* The program has been designed with the classroom experience including a minimum of 6 assessments. The scoresheet assures the grade that you earn against your performance.