

HR GURU ASSOCIATES & Your HR BUDDY

Presents

HR AS A BUSINESS PARTNER 2 MONTH ONLINE COURSE



16 ONLINE SESSIONS (2.5 HRS) OVER 8 WEEKS
17th JULY– 5th SEPTEMBER 2020
(4.00 p.m. to 6.30 p.m. Fridays and Saturdays)

WHY THIS WORKSHOP?

Ever since HR Business Partner (HRBP) roles were introduced in the HR Function, there have been various debates with regard to the “value” that the business can derive from the role. This controversy, though unexpected, may be largely due to the ways in which HRBP roles have evolved in Organizations, globally. While some Organizations claim they have been able to resolve actual “business problems” through HRBP roles, some claim that far from resolving such concerns that directly impact the business, HRBPs have diminished their original role substantially, by playing a “messenger” kind of role between the business and actual HR experts. So, instead of developing solutions jointly with line people who are close to the problem, HRBPs appear to be only relaying these issues from the business to others in the HR Function who may be qualified to address the same.

Regardless of the position that the HR Function takes on this issue, there can be no doubt that some of the concerns that Line Managers share with regard to HRBP roles, are real. And therefore, it is important to address these expectations directly by clarifying the HRBP role internally within the HR Function as well as externally, within the Organization. Additionally, it is equally critical to define the HRBP Competencies required to support the business and put in place capability building processes to transform the existing HR workforce.

This Online Course is based on those HR Business Partner related concerns that both HR Professionals as well as Line Managers continue to voice. Ideally suited for HR Functions that are revisiting their Strategic Priorities, Operational Plans and most importantly Business Partnering Capabilities, this Workshop will greatly help Participants to look at the HR Function and more specifically, HR Business Partner roles, in fresh ways. Also, it will assist the HR Function to develop an Operational Roadmap to transform itself into a Strategic Business Partner.

LEARNING OBJECTIVES:

Closely modelled on real HR Business Partner challenges & issues, this 2-Month Course will help HRBPs to:

- Know an Organization's Business Model and critical Industry-specific Business Drivers
- Appreciate critical Business Variables (Internal and External) that can impact any Business
- Apply basic Financial Knowledge to a host of everyday HR Scenarios
- Examine the Link between People Management Practices and Business Strategy
- Learn how to identify Key Stakeholders for HRBP Roles
- Discover Techniques to influence Stakeholders
- Master critical Consulting Skills required to develop Business-Savvy HR Solutions

WHAT WILL BE COVERED?

COURSE CONTENT:

Online Sessions will address the following Areas:

1. Business Model & Critical Industry Drivers: HR as Business Driver
2. Critical Business Variables and Business Performance: The HR Angle
3. Decoding Financial Statements: Financial Acumen for HR Scenarios
4. Business Strategy & Operations: Aligning People Management Practices
5. Knowing the HRBP Role Network: Stakeholder Mapping
6. Internal HRBP Consulting Scenarios: Strategy, Structure, Processes, Systems, Policies
7. Managing Roles: Behavioural Interviewing, Competency Mapping & Assessment
8. Managing People: Performance Management, Employee Engagement & Development
9. Managing Operations: HR Audit, HR Analytics and HR Budgeting

COURSE METHODOLOGY:

- 2 Month Online Course – 40 Hours of Live Instruction
- Live Facilitator-led Sessions of 2.5 Hours Duration Scheduled on Fridays & Saturdays
- Highly Interactive Sessions featuring real-time discussion with all Participants

- Limited Batch Size to facilitate maximum experience sharing and learning

SOME KEY TAKE-AWAYS FROM THE COURSE

1. Well-Researched Course Handout
2. HRBP Competency Assessment (Knowledge & Skill Assessment)
3. Exercises related to HR Business Partnering
4. Resources (Videos, Books & Articles) to sharpen HRBP Skills
5. Tips, Techniques and Tools for becoming an effective HR Business Partner
6. Certification of Completion

WORKSHOP METHODOLOGY:

The Online Sessions (offered throughout the Course) are highly experiential and will feature:

- Case Discussions (based on real issues faced by HRBPs)
- Role Plays
- Interactive Presentations
- Quizzes
- Inventories
- Simulations
- Videos

COURSE FACILITATOR:

Sumeet Varghese, SPHR®
Founding Partner, Your HR Buddy®

Expertise Overview:

Sumeet brings more than 20 years of work experience as a Human Resource Management & Organization Development consultant, facilitator and published researcher. He was earlier India Country Manager for the Human Capital Institute – a Washington DC based HR Think-tank and Associate Director at T.V. Rao Learning Systems Pvt. Ltd. He has personally trained over 1000 executives and consulted more than 100 firms comprising large multinationals, domestic corporations, small and medium businesses, PSUs, governmental agencies and not-for-profits, representing various industries in India and in international locations like the Middle East and South East Asia.

Sumeet's main practice areas involve initiating and supporting organizational processes linked to Competency Management, Assessment & Development Centers, Leadership Development through 360 Degree Feedback, Employee Engagement Surveys, HRD Audit and setting up of

basic to advanced HRD Systems covering key components like Performance Management, Training & Development and Recruitment & Onboarding.

As a consultant, Sumeet is known to add tremendous value to client engagements through his impeccable well-researched insight into client problems, high quality solutions and terrific client connect. In his avatar as a facilitator, Sumeet delivers highly experiential workshops designed to edify as well as change participant behaviour. He is equally at home with highly technical as well as behavioural topics and moreover, offers a completely customized workshop experience that can meet the expectations of both junior executives as well as c-level luminaries.

As a trainer, Sumeet's public and in-house workshops have featured MDs, CEOs, Directors, VPs, GMs as well as Middle and Junior Management executives from national and multinational companies like: Microsoft, Ranbaxy, IFFCO, Colgate Palmolive, Idea Cellular – Aditya Birla Group, NTPC, BHEL, ESSAR, BNP Paribas, Intel, Claris, Asia Motor Works, ING Vysya Bank, Kotak, Marico India, Raymond, Reliance Industries Limited, Shapoorji Pallonji, Unimark Remedies, Wipro, Business Standard, Crompton Greaves, HPCL, Unilever, Kaplan India, Maruti Suzuki, Mawana Sugars, Oil India, Samtel, Simplex Infrastructures, Titan, Yamaha Motors, Bajaj Auto, Hypercity Retail, UltraTech Cement, Glenmark Pharma, Deepalaya, VVF Limited, Schindler India, Waters India, Mahindra & Mahindra, etc.

TESTIMONIALS BY BENEFICIARIES:

We have been offering various versions of this Course in the form of Workshops since 2009 and have loads of Feedback to share – here are some...

BUSINESS OWNERS: MANAGING DIRECTORS& CEOs

(Attended multiple Workshops covering most of the Course Modules since 2017)

Hemang Somaiya. Director, Somaiya Techno Products

Atul Shinde. Director, Micro-Log Systems & Tech.

VidyanandDeodhar. Director, Surya Equipments

Jaykumar Parikh. Director, Suyash Group

Go lakh Mali. Director, M& K Industries

Sanjeev Tungatkar. Director, Ceraflux India

Uday Thite. Director, Ceraflux India

AjitOtavanekar. Director, Fortune Foundries

Sandesh Kanekar. Director, Fortune Procurators

Rajesh Piralkar. Director, Renutron Power Solutions

Mrs. Asmita Kulkarni. Director, List Software

Sunil Battase. Director, Magna Industries (Flux Division)

Sanjay Karkhanis. Director, Samarth Foundry + Samarth Metallurgicals

Mahesh Date. Director, Ved Industries

Shashikant Patil. Director, S P Engineers

Mangesh Patil. Director, Mouraya Group

Prasad Kulkarni. Director, PrasaditiEquipments

Sandeep Patil. Director, Varsha Dairy & Food Engineers

ShrirangDeshingkar. Director, Bhavani Iron Works

Pramod Magdum. Director, Sahyadri Engineering

Kiran Chavan. Director, Suyash Group

Mr. & Mrs. Ujjwal Sathe. Directors, Chintamani Motors

Mr. & Mrs. Gaurav Patil. Directors, Marvelous Metals

TOP MANAGEMENT & MIDDLE TO JUNIOR MANAGEMENT EXECUTIVES

(Attended Workshops on select Course Modules, since 2009)

Somnath Biswas. Managing Director, Freyssinet Menard India

The bit on Interviewing Skills was an excellent mix of theory and practice!

Alok Jhamb, Managing Director – voestalpine High Performance Metals India

On the whole, the Workshop structure and flow was fantastic! It was more practical and less theoretical. Audience participation and involvement was very high. The best part – there were hardly any PPTs.

Jyotirmoy Bose. CEO, White Spaces

Sumeet brings simplicity to a complex emerging field like HR Analytics!

P. K. Madhusudan. DGM - HR, Nuclear Power Corporation of India

Your Workshop has exposed me to a new area, which is interesting and purposeful.

Saikat Chatterjee. National Manager, Freyssinet Menard India

The session was wonderfully conducted and an eye opener on recruitment.

Narendra Patwa. AGM, Idea Cellular

Excellent ability to explain clearly and encourage discussion.

Prashant Kumbhar - DGM, Idea Cellular

Very useful workshop. Will definitely help us in sharpening interviewing skills to support business requirement.

M. N. Khan. GM - HR, G4S India

The Workshop was crisp and interactive!

Sanjay Khare. VP & Director – Volkswagen India

The Trainer was very good. He gave lots of live examples to keep the training interesting.

Marzia Fatima. AM - HR, Ircon International

The Workshop delved into the most practical aspects of the topic.

Anandita Handoo. Manager - HR, University of Petroleum & Energy Studies

The content is good and the Trainer is quite knowledgeable.

Sauf Ullah Khan. Manager – L&D, Maruti Suzuki

The Trainer was very good. I especially liked the Tools and the Examples that he shared.

N. Sundararajan. Manager - HR, Nuclear Power Corporation of India

The Workshop was highly interactive and quite practical!

Jay Prakash Dixit. Manager – HR, G4S India

The Trainer is excellent. I especially liked the Case Studies.

P. K. Saw. Manager - HR, Nuclear Power Corporation of India

The content of the Workshop was excellent and well structured! It gave me a lot of insight into certain HR practices, procedures and implementation methodologies that can be followed in a time-bound manner.

Moin Adhikari. AVP - HR, Tata Capital

Excellent performance - both in terms of content and delivery. The content and context of the workshop made it lively and more reality based.

Sujit Agarwal. Project Manager, eInfochips

This was one of the best workshops, that I have attended. I now have enough tools and methods to implement in my company.

Gajanan S. Bhaskarwar. Deputy Manager – P&A, Jyoti Structures

This workshop offers just the right perspective on managing employee performance.

Ashutosh Singh. Regional Manager - HR. Apollo Munich Health Insurance

Every company should organize this workshop in-house for all employees- at least all top-level employees. It's excellent for everyone.

SmitaShilwant. Senior Manager - HR, Reliance Infrastructure

I particularly liked the knowledge sharing and the practical tools.

Saurabh Singh. Senior Manager – HR, OAP India

It is always great to attend your workshops. This one was a wonderful experience.

MinitaRasania. AVP - HR, Kotak Securities

Excellent mix of theories and live examples. Thanks!

Jhulan Mukherjee. Manager – HR, University of Petroleum & Energy Studies

The Trainer was effective. The Workshop introduced me to a whole new perspective on HR.

Bhamini Painter. Director HR, Madison OOH

The trainer was able to maintain interest and was knowledgeable in the subject matter.

Krishna Golla. DGM, Reliance Jio

The workshop was very educative. I found the concepts most helpful.

Sheetanshu Shankar Lal. AVP - HR, HDFC Bank

I felt enlightened. There is a lot to learn on HR reporting and dashboards.

Geetha Krishnakumar. Manager, IDBI Bank

The workshop was organized well and tried to cover more within the specified time.

Divya Singhal. Manager HR, Aon Hewitt

Good and effective training.

Shalini Kapoor. Manager, PwC

Well-conducted Workshop. Extremely helpful for HR Professionals in a Business Partner role.

Surabhi Sahay. HR Specialist, Aon Hewitt

Good introduction to HR Operational Metrics.

Abhaya Pradhan. DVP-HR, HDFC Bank

What I found most helpful about the training: well organized with relevant inputs/facilitation, which was important given the short duration of the program.

Sanjay Shelke. Assistant Manager, Greaves Cotton

Trainer presentation skill is very good. Overall, session was very excellent.

Neeraj Srivastava. Manager – HR, Secure Meters

The Content of the Workshop was very good.

Sandeep Ray Chaudhuri. Assistant Manager – Compensation & Benefits, L&T Hydrocarbon

Great Workshop. Eagerly waiting for the Advanced Course.

Jay. Senior Executive – HR, BHEL

The Trainer was able to answer our queries effectively.

Bhavesh Dalvi. Officer – HR, L&T Power

Enriching Workshop. Very good learning. The Tools that were shared are very good. We can use the same in our day to Operations as well.

M. Singh. Senior Manager – HR, Secure Meters

The Trainer was able to explain things clearly.

B. Kamala Manohari. HR Business Partner – Asia Pacific & Middle East, L&T TS

Excellent Session!

Dr. Itilekha Dash, Assistant Professor – HR & OB, BIMTECH

The Trainer is excellent! I am completely satisfied with the Workshop!

Sanjay Sah. DGM - HR, BHEL

The Trainer was able to encourage Discussion/Participation.

Shruti. Assistant Manager – HR, Larsen & Toubro

Experience was quite good.! Appreciate the volume and quantity of resources shared.

Ranvijay Sharma. Officer, Subros

I can implement the inputs from the various sessions to a great extent.

Bronwen De Souza. Manager Head Office – HR, Larsen & Toubro

Fantastic Workshop to encourage HR to explore and leverage the benefits of HR fully.

Abhishek Chauhan. Deputy Manager, Subros

Overall, a good Workshop to help us focus on the need for HR, especially given the current business scenario. HR Decisions need to be anchored in Data Science.

Sriram. Manager – HR, L&T

Many thanks for introducing us to the latest and “in thing” in the HR Domain.

D.V. Chandrasekar. AGM-HR & IR, Medopharm

I am completely satisfied with the Workshop.

B. Gajalakshmi. Assistant Manager – HR, L&T Valves

Very good Case Studies and Examples!

Shankari Nair. HRIS, RMKV

Excellent Workshop on HR. Lots of insights to take back with us.

Saravanan. Executive - HR, L&T

Expectations are met. The Exercises were practically explained and clarified.

Hema Malini. Senior Executive – HR, Stera Engineering

The HR Workshop was very useful. The Trainer could explain clearly.

Ravichandran Metcheri. Senior GM - Production, Tube Products of India

The Workshop was quite good and informative and easy to practice and implement.

Praful Neema. Purchase Manager, Jindal Saw

All the activities and exercises are excellent and very clearly understandable.

Webinar Starts 4.00 p.m. to 6.30 p.m. (Fridays and Saturdays)

17th July 2020 to 5th September 2020

You should have good internet connection and good quality headphone/speaker set with Laptop / Desktop. You should have notepad/pen to note down important points

Registration Fee : INR. 22,000 + 18% GST

Early Bird Fee (Till 5th July 2020) : INR 20,000 + 18% GST

Mode of Payment: NEFT / Paytm / Cheque

Payment should be made before the session.

The Cheque has to be made in favour of "HR GURU ASSOCIATES"

Our GSTN. No. : **07AGIPR3874R1ZD**

Please provide the following details for Registration

- 1) Name of the participants**
- 2) Organization Name, Full Address and GSTIN No. (For invoicing)**
- 3) Contact Details of Participants (Email ID and Mobile No.)**

Looking forward to receive nominations from your organisation.

Thanking you,

G. Mahalingam

Programme Coordinator

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