

CHRO of Tomorrow - Program Construct

The Impact Creator

The modern CHRO is not just a key player in organizational dynamics but also an Impact Creator, forging partnerships with the Executive team to influence all stakeholders, and delivering profound results both within and beyond the company's walls. They understand that every organization is a living entity with its unique story, and a skilled CHRO adeptly combines qualitative and quantitative approaches to craft a compelling narrative. Utilizing the art of storytelling, they convey this narrative to employees, the board, and the marketplace, creating a cinematic experience that strengthens the organizational brand.

In their role as Impact Creators, agility is their secret weapon, enabling the organization to thrive amidst disruptive change and providing vital support to the executive team as they navigate the ever-evolving business landscape. As India's influence on the global stage grows, the Impact Creator collaboratively shapes a clear vision to solidify the organization's milestones. This visionary approach not only anticipates the global landscape's shifting dynamics but also leverages India's growing influence as a strategic asset, aligning it with the organization's objectives. Moreover, they champion a shift from mere financial contributions to meaningful on-ground involvement with community and environmental causes, catalyzing a positive impact beyond the organization itself.

COURSES COVERED

- **Agile Leadership for Building an Adaptive Organization**
- **Leveraging the India Story in Global Settings**
- **Storytelling in the Boardroom**
- **From Chequebook Charity to Impactful ESG**

The Business Partner

The Modern CHRO orchestrates a symphony of people and business strategies, driving progress toward shared objectives. This contemporary CHRO possesses a profound grasp of the financial intricacies and the fiscal influence of HR. They actively lead discussions on strategy, engage in budgeting, and conduct forecasting exercises, all with a clear aim to drive tangible business results. Furthermore, the business partner comprehends the day-to-day operations and challenges of the business at the grassroots level. This insight empowers them to strategically plan, efficiently execute, adeptly navigate, and ultimately deliver impactful outcomes in collaboration with various functional stakeholders.

Moreover, as a strategic business partner, the CHRO employs a comprehensive range of metrics, encompassing both subjective and objective measures, to effectively monitor and narrate the "People Story" within the organization.

COURSES COVERED

- **Rethinking Talent Strategy for Business Strategy**
- **Delivering Business Value Through People Processes**
- **Financial Acumen for a Talent Strategist**
- **Linking HR metrics to organizational performance**

The Intrapreneur

The Modern CHRO navigates uncharted HR territories with creativity and adaptability, crafting solutions that thrive in uncertainty and redefine the future of the workplace. They act as the HR Intrapreneur, instilling an intrapreneurial spirit and fostering camaraderie among the workforce, unlocking the true potential of the organization's human resources.

By harnessing the power of analytics, they enable data-driven decision-making, visualizing how it can enhance the overall employee experience. In doing so, they address the curiosity, purpose, and creativity needs of the future workforce. In addition, the CHRO nurtures the intrapreneurial spirit within the organization. This spirit becomes attuned to embracing and adapting to every contemporary change that arises, positioning the organization to stay ahead in the competitive landscape.

COURSES COVERED

- **Bringing Innovation to the Everyday HR**
- **Deciphering Data for Decision-Making**
- **Thinking Transformation for an Unseen World**
- **The Science of Crisis Management**

The Culture Architect

The Modern CHRO weaves a unique tapestry of culture, values, and purpose that defines the essence of the organization, fostering a sense of belonging in pursuit of a common vision.

They recognize that a strong culture acts as a catalyst to achieve the strategic outcomes set by the organization, ensuring alignment between culture and objectives. The CHRO is responsible for enabling and designing systems that bridge the knowledge, mindset, and behavior gap within the organization. They take the lead in guiding the executive team's thinking when it comes to diagnosing, safeguarding, and adjusting the organizational culture.

The CHRO makes human capital the foundation of a successful strategy by enhancing the collective attitudes, perceptions, and behaviors of all organizational citizens, to drive productivity, values, and ownership. This concerted effort drives increased productivity, reinforces core values, and fosters a sense of ownership among employees. Ultimately, this people-centric approach becomes a significant competitive advantage for the firm.

COURSES COVERED

- **The Art of Culture-Building**
- **Bridging the Gap to Equity**
- **Connecting Behavior to Bottomline**
- **Making Sense of HR in Tomorrow's India**

The Experience Designer

The Modern CHRO reimagines and prioritizes human experience in rapidly digitizing workplaces, creating an engaged and thriving workforce.

The contemporary employee demands an emphasis on stimulating workplace 'experiences' addressing which, the CHRO shapes the organization's views on winning and retaining right-fit talent. They lead and are willing to be led in designing a fluid workspace for the future. They strive to deliver intelligent career and mobility frameworks in response to the aspirations of those who wish to flourish. Additionally, the modern HR Leader is adept at leveraging the flexibility of hybrid and remote work to widen the talent pipeline into new geographies.

In engaging and involving employees authentically, the CHRO inspires them to become 'advocates' and 'torchbearers' of the employer brand. They also work towards bonding people for a mission that leads to collective success and organizational pride.

COURSES COVERED

- **Re-learning Empathy for a New World**
- **Design Thinking for a Modern Employee Experience**
- **Embracing Technology to Deliver People Impact**
- **Wellness for the Modern Workforce**

The Talent Steward

The Modern CHRO nurtures and cultivates talent readiness for the 'new world', galvanizing the organization for the future.

The Talent Steward looks at every talent trend as an opportunity rather than as a threat, as he/she prepares the organization for the 'NEXT' generation workforce. The CHRO works side-by-side with business leaders to address talent gaps, orchestrate every form of learning, build leaders who fit the company's unique business needs, and push for organizational thinking amongst the leadership. With rapid shrinking in the shelf-life of skills, the CHRO democratizes learning and creates a strong nudge for people to choose that route.

The CHRO creates a 360-degree capability-development engine, making optimum developmental choices that suit the needs and life cycle of the organization, and shunning mindless benchmarking/copying 'rising fad' initiatives.

COURSES COVERED

- **Reimagining the CHRO of Tomorrow**
- **The A and B of the C-suite**
- **Learning as a Way of Work**
- **Future-proofing the changing Organization**

The Astute Director

The Modern CHRO operates with logic and rationality, sensitivity and sensibility, driving executive actions with wisdom and discretion.

The CHRO serves as the Board's key leader to safeguard human capital and contribute substantially to enhance the business. They use accountability and prudence to lead the organization through matters of security, negotiations, ethics, and labor laws. In key advisory roles, they gauge external threats and drivers to uphold the organization's interests and those of its citizens, by mitigating risks and leveraging opportunities.

The Modern CHRO is a torchbearer of ethical and moral constructs of an organization. They are the harbinger of transparency and fairness, are commercially judicious, make evidence-based decisions, and derive robust people-based policies & systems to contribute towards a positive impact on business.

COURSES COVERED

- ***Navigating Emerging Risks and Security Issues***
- ***Corporate Governance for an accountable Workforce***
- ***Negotiating out of adverse situations***
- ***Demystifying Labour Laws***

The Charismatic Leader

The Modern CHRO possesses a clear vision stemming from a broad purpose that's connected to self, others, and this world, instilling a deep sense of direction within them, cascading to their followers.

Nurturing an authentic identity with an interplay of emotional, social, and spiritual intelligence, this modern leader inspires trust, passion, and purpose toward a greater goal. They are in this Game by Choice, and to raise the metaphorical army of ace HR practitioners, they equip themselves with key attributes to deliver on each count - be it the rush of disruptions that demands relentless agility, to being an HR Ninja, from dabbling in Analytics, to orchestrating an environment conducive to the millennials.

They lift the organization's vision beyond economics to making a positive impact on consumers', markets, and the community/locations they operate in, thus impacting a positive brand equity.

COURSES COVERED

- ***Staying Ahead and Staying Sane***
- ***Accelerating your transition into the CHRO role***
- ***Purpose-Driven Personal Branding***