

JOMBAY

HR **40**
under
FORTY

FUTURE HR LEADER CERTIFICATION 2024

GOING GLOBAL >>

NOW in GCC, India & South Asia!

The HR40under40 Certification offers:



**FUTURE
HR LEADER
CERTIFICATION**

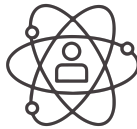


A Development Journey relevant to the Fast Changing World Of Work

(Including Master Classes, Assessment Centers, Digital Learning Experiences and online CHRO Interactions)



Access to Best Practices from across industries



Peer Learning from diverse participants



A chance for recognition - with the HR40UNDER40 Award
(with GCC, India & South Asia Lists)

7

EDITIONS

2700+

ALUMNI

250+

HR LEADERS AS
MENTORS & JURY

***Largest Global Development Program for
HR Leaders with exposure to best practices!***





PROGRAM CONSTRUCT

HR40under40 offers a **Future HR Leader Certification** that will cover 5 aspects that could help the participants accelerate their HR career & get a stronger foothold on the emerging needs of the HR function relevant to this fast changing world!

HR40under40 offers its participants:

FUTURE HR LEADER CERTIFICATION on:



BUSINESS
mindset



INCLUSIVE
mindset



CHAMPIONING
mindset



DIGITAL & DATA
mindset



COLLABORATIVE
mindset



PROGRAM CONSTRUCT

BUSINESS Mindset

BIG PICTURE THINKING

Learn how to find business relevance in everything, analyze the big picture and align HR / Talent initiatives to strategic business priorities.

CLIENT COMPREHENSION

Explore how the persona and preferences of (internal and external) customers are evolving in the post pandemic world and how the HR function can equip itself to deal with these.

CHAMPIONING Mindset

BRAND STEWARDSHIP

Practice how to promote the big picture, key projects & initiatives among relevant stakeholders and consumers of those initiatives.

INFLUENCE WITHOUT AUTHORITY

Apply various influencing techniques & best practices in order to influence your peers, crucial stakeholders and other internal customers.

COLLABORATIVE Mindset

SYNERGISTIC THINKING

Discuss how to foster synergy & leverage collective genius to achieve people goals together.

SYSTEMS THINKING

Know how to establish reliable structures & systems within the team as well as business stakeholders to facilitate collaboration.

INCLUSIVE Mindset

PSYCHOLOGICAL SAFETY

Discuss how to nurture an environment of trust, vulnerability and psychological safety in BANI (Brittle, Anxious, Non-linear, Incomprehensible) times.

BALANCING BIASES

Develop a deep awareness of common workplace biases that impede a culture of inclusion, togetherness and collaboration in a hybrid world.

DIGITAL & DATA Mindset

DIGITAL ACUMEN

Analyze the impact of an increasingly digital landscape on your industry and business. Explore how to leverage the power of digital technology and data to enable the organization in being more frugal & pragmatic.

DATA ACUMEN

Discuss the importance of being data driven in decision making & building narratives.



PROGRAM COMPONENTS



Assessment Center

Know yourself



360 Degree Feedback

Understand your blind spots



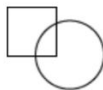
Master Classes

Learn from the best



Digital Learning Journey

Get bytes of wisdom



Experience Interview

Build Growth Roadmaps



Mentoring & Networking

Build a lasting tribe

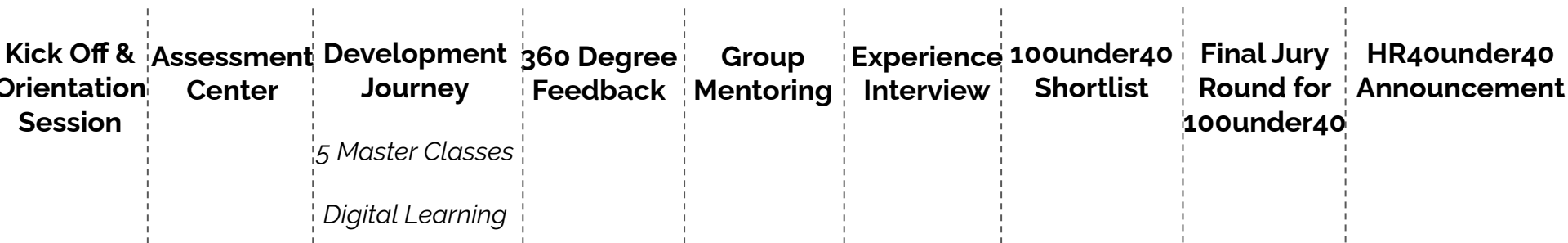


HR40under40 Award

With GCC, India & South Asia Lists



PROGRAM MILESTONES



- Virtual Sessions (VILTs)
- Scenarios

- Self-paced Digital Learning (iDev Plus)

- Case Studies
- Read to Learn

- Video based Learning
- Quizzes



PROGRAM TIMELINES

November 2024

MON	TUE	WED	THU	FRI	SAT
				1	2
3	4	5	6	7	8
9	10	11	12	13	14
15	16	17	18	19	20
21	22	23	24	25	26
27	28	29	30	31	

Kick Off & Orientation session + Assessment Center Launch → 20
Master Class 1: Business Mindset + Digital Learning Journey Launch → 23
Master Class 2: Collaborative Mindset + 360 Degree Feedback Launch → 30

December 2024

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Assessment Center Completion Deadline → 1
Master Class 3: Championing Mindset + Report Interpretation → 7
Master Class 4: Inclusive Mindset + 360 Degree Feedback Completion Deadline → 14

January 2025

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Master Class 5: Digital & Data Mindset + 360 Degree Feedback Report Interpretation + Experience Interview Launch → 4
Experience Interview Deadline → 15
Digital Learning Journey Deadline → 19
100under40 Announcement → 28
Mentor Interaction + Pre Jury Round → 18
Closing the Loop Session → 22

February 2025

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

WOW WORKPLACE OF WINNERS
WOW CONFERENCE & HR40under40 Award Ceremony → 12
FINAL JURY → 1



WHO IS THIS FOR

INDIVIDUALS in HR & allied functions of an organization who **want an expedited career path & get global recognition!**



LEARNING & DEVELOPMENT



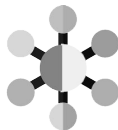
TALENT MANAGEMENT



TALENT ACQUISITION



ORG DEVELOPMENT



ORG EFFECTIVENESS



HR BUSINESS PARTNERS



WHO IS THIS FOR



Organisations that want to champion learning opportunities for their HR professionals

Want to build an **external perspective** for their HR professionals

Want their teams to learn **best practices of the industry**

Want to **build "future-ready" managers**

Want a **well rounded** development program



HOW TO ENTER?



STEP 1

Confirm Participation

Make sure participants are 40 OR under 40 yrs old as of 1ST MARCH 2025

(This means that if they are born anytime on/after 1st Jan 1984, they are eligible to enter!)



STEP 2

Fill the registration form



STEP 3

Pay the Program Fee

***Pricing of
Rs. 30,000 + gst***

*NO REFUNDS are possible once payment has been made.

Here are

OUR ALUMNI



ALUMNI SPEAKS

As an alumni, my experience & enrichment is beyond just being amongst the top 40, as I have been able to build strong connects and learn from experiences not only within the HR fraternity, but also with other functional and business leaders.



JONATHAN D'SOUZA

Welspun Group

The biggest takeaway is getting introduced to a collective of smart & self initiated HR peers. I was able to draw from the diverse & varied experience of the participants.

The journey has made me more self aware & has gifted me with mental models that has kept me in good stead in all my conversations with business leaders & CXOs I work closely with.



ALI IMRAN SYED

BFIL



ALUMNI SPEAKS

It is the learning and its implementation that is at the core of HR40under40. The journey is unlike a 2-day program which you may forget in a few months.



JYOTI MENEZES

Piramal Enterprises Ltd,
IndiaRF

It for me has been a journey of self-discovery & co-learning. The virtual assessments were state of the art, impactful & interesting.



PRASAD NAYAK

A.P. Moller - Maersk

Our previous PARTNERS



ABOUT JOMBAY

Jombay builds managers and leaders for this fast changing world of work. We are known for our talent interventions with fortune 500 clients and for our wildly popular 40under40, 30under30 & Women Leadership Programs.

73

NPS

150K

Managers
Developed

85%

Program
Completion

4.8/5

Master Class
Feedback



JOMBAY

FOR MORE INFORMATION:
www.hr40under40.com

**FOR ANY ASSISTANCE,
PLEASE REACH OUT TO:**
HR40under40@jombay.com

