

JOMBAY

HR **40**  
under  
FORTY

# FUTURE HR LEADER CERTIFICATION 2025

*GOING GLOBAL >>*

*NOW in GCC, India & South Asia!*

## *The HR40under40 Certification offers:*



**FUTURE  
HR LEADER  
CERTIFICATION**

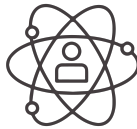


### **A Development Journey relevant to the Fast Changing World Of Work**

(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)

# 8

EDITIONS

# 3100+

ALUMNI

# 500+

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 BANl (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



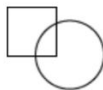
## Master Classes

Learn from the best



## Digital Learning Journey

Get bytes of wisdom



## Experience Interview

Build Growth Roadmaps



## Mentoring & Networking

Build a lasting tribe

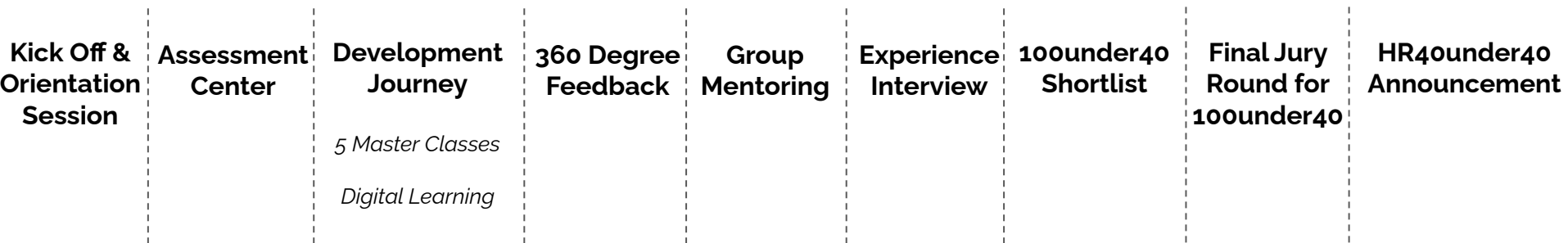


## HR40under40 Award

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

## August 2025

	MON	TUE	WED	THU	FRI	SAT
					1	2
	3	4	5	6	7	8
	10	11	12	13	14	15
	Kick Off & Orientation session + Assessment Center Launch		20		Master Class 1: Business Mindset + Digital Learning Journey Launch	23
	24	25	26	Master Class 2: Collaborative Mindset + 360 Degree Feedback Launch		30

## September 2025

	SUN	MON	TUE	WED	THU	FRI	SAT
	Assessment Center Completion Deadline	1	2	3	4	5	6
	7	8	Master Class 3: Championing Mindset + Report Interpretation			13	
	14	15	Master Class 4: Inclusive Mindset + 360 Degree Feedback Completion Deadline			20	
	21	22	23	24	25	26	27
	28	29	30				

## October 2025

	SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3	4
	5	Master Class 5: Digital & Data Mindset + 360 Degree Feedback Report Interpretation + Experience Interview Launch			11		
	12	13	14	15	Experience Interview Deadline	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30	31	

## November 2025

	SUN	MON	TUE	WED	THU	FRI	SAT
							Mentor Interaction
	2	3	4	Closing the Loop Session		7	8
	Digital Learning Journey Deadline						
	9	10	11	100under40 Announcement			FINAL JURY
	16						
	HR40under40 Virtual Award Ceremony		25	26	27	28	





# WHO IS THIS FOR

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



LEARNING & DEVELOPMENT



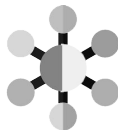
TALENT MANAGEMENT



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 Aug 1985, they are eligible to enter!)*



## STEP 2

### Fill the registration form



## STEP 3

### Pay the Program Fee

*Pricing of  
Rs. 33000 + 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](http://www.hr40under40.com)

**FOR ANY ASSISTANCE,  
PLEASE REACH OUT TO:**  
[HR40under40@jombay.com](mailto:HR40under40@jombay.com)

