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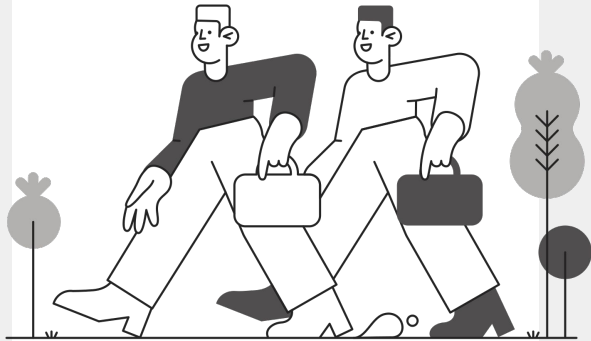
CHRO

of Tomorrow



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CHRO
of Tomorrow



The “CHRO of Tomorrow” Program
is a program where -

*Today's
CXOs*

Mentor

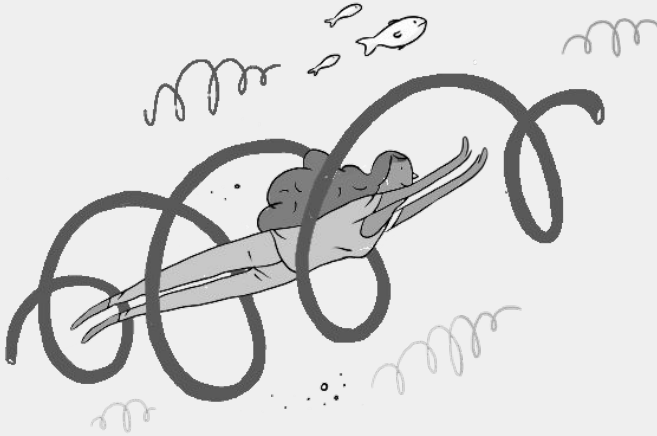
Build

Anchor

*CHROs of
Tomorrow*

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This 6 month program goes beyond the academic view to bring in a ***novel practitioner approach*** through

- > Mentoring
- > Thought Leadership Competition
- > Learning Circles
- > Reflective Preparation

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It brings together an ***aspirational peer group*** - who will benefit from learning and collaborating with one another as much as they will from the curriculum.

The program weaves together opportunities for ***Learning-Experience-Exposure!***

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Think Tank & **Guest Faculty**

At the heart of our CHRO Of Tomorrow program is a distinguished think tank of industry experts who bring unparalleled insights, knowledge and a practitioner's view to the learning experience.



Amit Malik

President Japan Asia Pacific &
Australia, WadzPay



Amit Sharma

Vice President, Head – People &
Culture, Volvo Group



Archana Shiroom

Chief Human Resources Officer,
YES BANK



Aruna Papireddy

CDO – Head of Enterprise Data,
Cognizant



Ashwini Shingote

GIS Leader,
Whirlpool Corporation



Bhawna Agarwal

Country Head – Strategy &
Growth, Hewlett Packard
Enterprise



Bhuvaneshwar Naik

Chief Human Resources Officer,
Lentra



Bhuvaneshwari V

COO BFS A2, Sector Delivery and
Operations Leader, Wipro



Dilip Sinha

Chief Human Resources Officer,
Vedanta Limited



Dhruvi Dholakia

President-Legal,
Lodha Group



Geetha Ramamoorthi

Managing Director, India ,
KBR, Inc.



Gunjan Khandelwal

Regional Head of Business
Operations/COO, Thoughtworks
India



Guruvayurappan PV

Chief Human Resources Officer,
Omega Healthcare



Kamini Shah

Group CFO,
Birlasoft



Madhavi Lall

Managing Director, Head - HR,
India, Deutsche Bank



Mandavi Sharma

Chief Operating Officer,
JindalX



Manu Arora

Head – Human Resources,
Magicbricks



Milind Apte

Chief Human Resources Officer,
KEC International



Mona Cheriyan

President & Group Head HR,
Thomas Cook India Limited



Padma Priya Saraswatula

EVP, GM – Head of India,
Visible Alpha



Pawan Bhageria

President Global HR, IT, Admin &
Education, Tata Technologies



PV Ramana Murthy

Managing Partner,
Pinsight By PV



Rajesh Kurup

Chief Human Resources Officer,
RASI SEEDS



Rajkamal Vempati

Head Human Resources, Axis
Bank



Ravi Kumar

Senior President & Chief People
Officer, Page Industries Ltd



Ravi Kyran

Chief Human Resources Officer,
Bajaj Auto Ltd



Rupesh Tripathi

Partner & Head of People,
Performance & Culture, KPMG
Global Services



Seema Ghosh

SBU head,
SUN PHARMA



Shalinee Mimani

Chief Risk Officer,
Godrej Capital



Shanta Vallury Gandhi

Member Board of Directors, TMI
Network



Shilpa Joshi

Whole time Director & Chief
Financial Officer, Novartis India
Ltd



Shobha Swarup

Vice President Human Resources,
Diversey



Shraddhanjali Rao

Head HR –
Google, India



Shubha Kumar

VP, Chief Risk & Sustainability
Officer & Global Head of Quality,
Zensar Technologies



Srinivudumula

Chief Operating Officer, Novulis
Consulting



Sudha Gopalakrishnan

Partner & EVP | Global Head –
Quality, Intellect Design Arena Ltd



Sumanth Nayak

Chief Human Resources Officer,
Societe Generale Global Solution
Centre



Tarun N P Varma

Global Chief Human Resources
Officer, Tata Consumer Products



Unmesh Pawar

Chief People Officer South Asia,
dentsu international



Vibhash Naik

Chief Human Resource Officer,
HDFC Life

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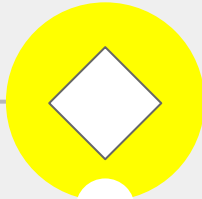


Program
Construct

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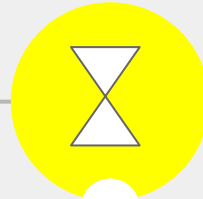
CHRO
of Tomorrow

The team at Jombay has been researching
“What is essential for the “CHRO of tomorrow”
and has built the program curriculum to revolve around
8 essential personas. We did this through -



1

Curated insights from
100+ expert academic & business citations



2

Focus Group Discussions and Targeted Interviews with
150+ business leaders, CHROs, and HR professionals



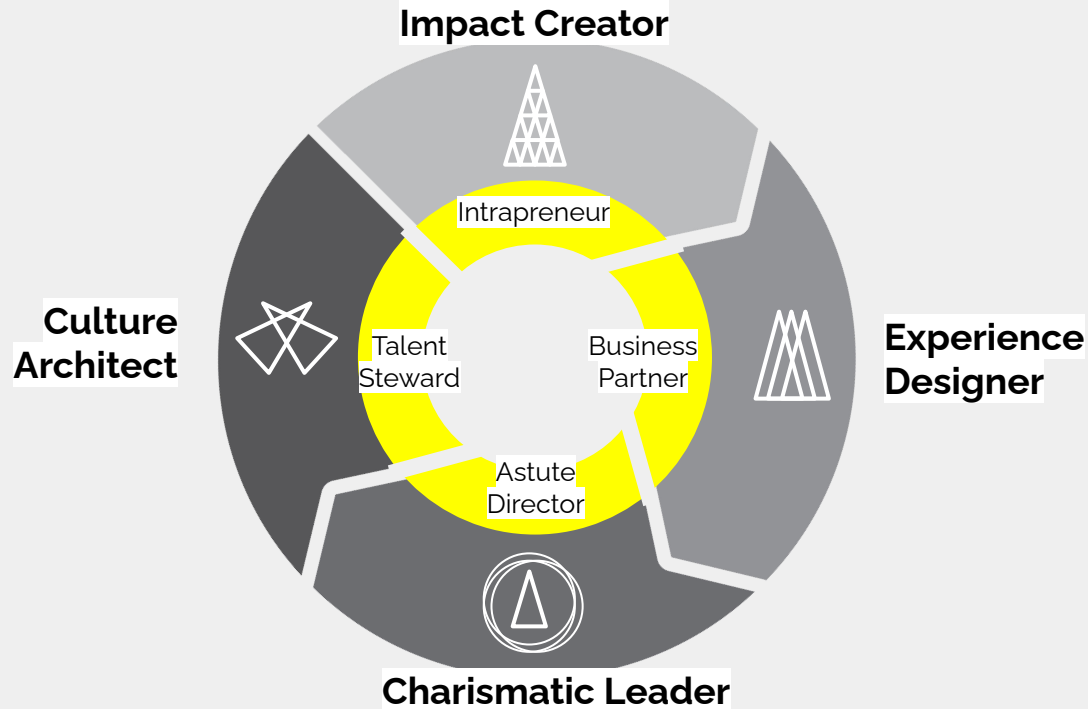
3

Experience of having developed **450K Managers & leaders** every year

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“CHRO of Tomorrow” - Program Construct



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CHRO
of Tomorrow

“CHRO of Tomorrow” Personas



The Impact Creator

*The modern CHRO forges partnerships with the Executive team to influence all stakeholders & **deliver profound results.***

***Agile Leadership** for Building an Adaptive Organization*

*Leveraging the **India Story** in Global Contexts*

***Storytelling** in the Boardroom*

*From Chequebook Charity to **Impactful ESG***

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CHRO
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“CHRO of Tomorrow” Personas



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.***

*The Art of **Culture-Building***

*Bridging the **gap to Equity***

*Connecting **behavior to Bottomline***

*Making Sense of **HR in Tomorrow's India***

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CHRO
of Tomorrow

“CHRO of Tomorrow” Personas



The Experience Designer

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

*Re-learning Empathy for
a New World*

*Design Thinking for a **Modern
Employee Experience***

*Embracing Technology to
deliver People Impact*

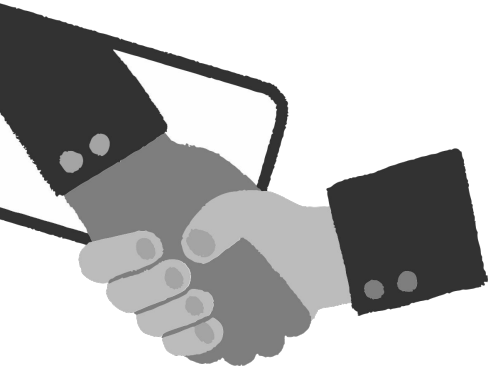
*Wellness for the
Modern Workforce*

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“CHRO of Tomorrow” Personas

The Charismatic Leader



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

*Purpose-Driven
Personal Branding*

*Staying Ahead
and Staying Sane*

*Accelerating your transition
into the CHRO role*

Self Development Retreat

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“CHRO of Tomorrow” Personas

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.

Bringing **Innovation** to the **Everyday HR**

Deciphering **Data** for **Decision** Making

Thinking Transformation for an Unseen World

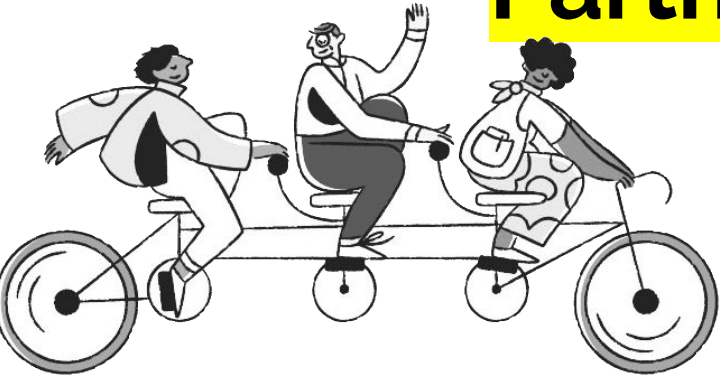
The Science of **Crisis Management**

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of Tomorrow

“CHRO of Tomorrow” Personas

The Business Partner



*The Modern CHRO orchestrates a symphony of people and business strategies, **driving** progress toward **shared objectives**.*

***Rethinking Talent Strategy** for
Business Strategy*

***Delivering Business Value**
Through People Processes*

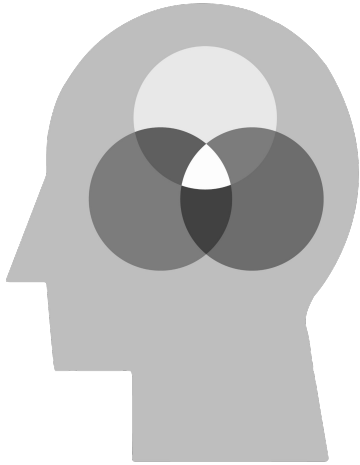
***Financial Acumen** for a Talent
Strategist*

*Linking **HR metrics** to
organizational performance*

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“CHRO of Tomorrow” Personas



The Talent Steward

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

*Reimagining the
CHRO of Tomorrow*

The A and B of C-suite

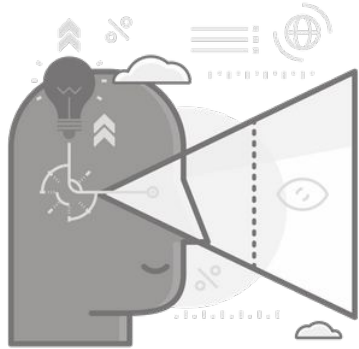
*Learning as a
Way of Work*

*Future-proofing the changing
Organization*

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CHRO
of Tomorrow

“CHRO of Tomorrow” Personas



The Astute Director

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

*Navigating Emerging **Risks and Security Issues***

***Corporate Governance** for an accountable Workforce*

***Negotiating** out of adverse situations*

*Demystifying **Labour Laws***

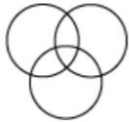
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Program Components **& Timelines**

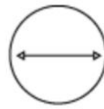
Learning Experiences

Hybrid & Immersive
Learning Experiences



CXO led Master Classes

Build a
Practitioner View



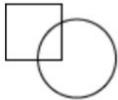
Thought Leadership Competitions

Leverage the collective
wisdom of the cohort



Networking & Peer Learning

Learn from an
Aspirational Peer Group



Learning Circles

Practice Practice Practice
what you learn



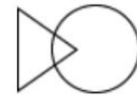
Active Learning Projects

Benefit from real
industry projects



Mentoring

Learn from the best in
the business



Digital learning

Self Paced
Micro-Learning

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Time Commitment

Jombay's learning experiences employ a combination of CXO led Master Classes, Thought Leadership Competitions & Self Paced Learning to enable us to deliver this in **80-100 hours**.

**CXO led
Master Classes**


**Learning Circles
(Peer-to-Peer)**


**Thought
Leadership
Competitions
& Individual
Projects**

**80-100 hours of learning
= 30-60 mins/day**

The diagram consists of a large circle with a spiral pattern in the center. The spiral is made of many thin, grey lines that curve inward from the outer edge towards a central point. The circle is divided into four quadrants by a horizontal and a vertical line. Each quadrant is labeled with a learning activity: 'Learning Circles (Peer-to-Peer)' at the top, 'Thought Leadership Competitions & Individual Projects' on the right, 'Self Paced Learning' at the bottom, and 'CXO led Master Classes' on the left. A yellow banner with black text is overlaid on the bottom half of the spiral, stating '80-100 hours of learning = 30-60 mins/day'. Small grey circles are placed at the four points where the lines intersect the outer circle.

Self Paced Learning

	February, 2024	April, 2024	May, 2024	June, 2024	July, 2024	August, 2024	September, 2024	October, 2024
Masterclass 9am-11.30am	17th February Kick Off + Mentoring + Master Class 1 Reimagining the CHRO of Tomorrow <i>(In-person in PUNE)</i>	13th April Master Class 2: Re-learning Empathy for a New World <i>(Online)</i> 27th April Master Class 3: Rethinking Talent Strategy for Business Strategy <i>(Online)</i>	11th May Master Class 4: Bringing Innovation to the Everyday HR <i>(Online)</i> 25th May Master Class 5: Delivering Business Value Through People Processes <i>(Online)</i>	8th June Master Class 6: Design Thinking for a Modern Employee Experience <i>(Online)</i> 22nd June Master Class 7: Financial Acumen for a Talent Strategist <i>(Online)</i>	6th July Master Class 8: The Art of Culture-Building <i>(Online)</i> 20th July Master Class 9: Deciphering Data for Decision Making <i>(Online)</i>	3rd August Master Class 10: Storytelling in the Boardroom <i>(Online)</i> 24th August Master Class 11: Staying ahead and staying sane <i>(Online)</i>		
Learning Circles 11.30am-12pm		Post each Master Class 30 minutes	Post each Master Class 30 minutes	Post each Master Class 30 minutes	Post each Master Class 30 minutes	Post each Master Class 30 minutes		
Thought Leadership Project (Group)	Last Wk of Feb Topics Shared	6th April Project Presentations 20th April Final Submission	18th May Competition AWARDS announced					
Individual Project/ Jury						3rd August Individual Project to be announced	14th - 15th Sept Submission & JURY Last wk of Sept Self Development Retreat (online)	2nd/3rd Wk of Oct Honors List Announcement

	February, 2024	April, 2024	May, 2024	June, 2024	July, 2024	August, 2024	September, 2024	October, 2024
Recorded Sessions	-	<p>15th April Module R1 (Recorded): Leveraging the India Story in Global Settings</p> <p>29th April Module R2 (Recorded): Agile Leadership for Building an Adaptive Organization</p>	<p>13th May Module R3 (Recorded): Bridging the gap to Equity</p> <p>27th May Module R4 (Recorded): Thinking Transformation for an Unseen World</p>	<p>10th June Module R5 (Recorded): Connecting Behavior to Bottomline</p> <p>24th June Module R6 (Recorded): Negotiating out of adverse situations</p>	<p>8th July Module R7 (Recorded): The A and B of C-suite</p> <p>22nd July Module R8 (Recorded): Corporate Governance for an accountable Workforce</p>	<p>5th August Module R9 (Recorded): Accelerating your transition into the CHRO role</p>	-	-



Kick-Off, Mentoring Session & Master Class <in-person>



Saturday, 17th Feb, 2024 <9am - 6pm>
Hyatt Regency, PUNE

- > Kick-Off
- > Mentoring Session
- > Master Class 1

Online screening will also be made available for the rare chance participants cannot attend the in-person kick off session and Master Class.

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Program **Details**



What's NEW

The "CHRO of Tomorrow" differs from traditional executive leadership programs in the way it allows for a complete shift in mindsets, shift in practice, perception and skill set through -

> New age curriculum

The program focuses on future needs for the CHRO of Tomorrow.

> CXOs building CHROs

Industry renowned faculty of CXOs will train, mentor, teach and build the CHROs of tomorrow!

> Practitioner's View

The program integrates academic and practitioner views - through mentoring, hackathons, whitepapers & learning circles

> Aspirational Peer Group

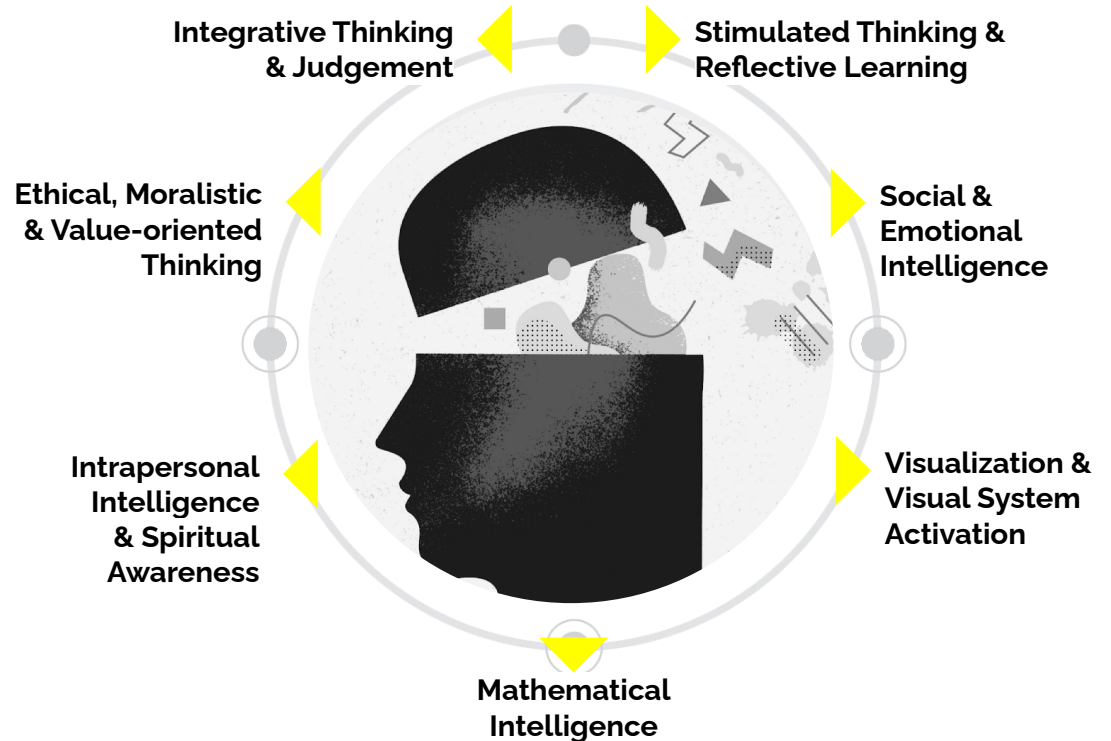
With some of the smartest peers, the peer learning experience is exceptional through active learning and thought leadership projects

What's NEW

A Neurological Pivot for Mindset Shift

Through the program, we integrate neurological & behavioral techniques to guide participants into adopting the mindset, behaviors & footsteps of a CHRO so that our future human capital leaders can walk the talk.

Each module & format activates a different cognitive area of the brain, ***making this program a holistic and integrated exercise in recruiting neurological activity across the entire brain.***





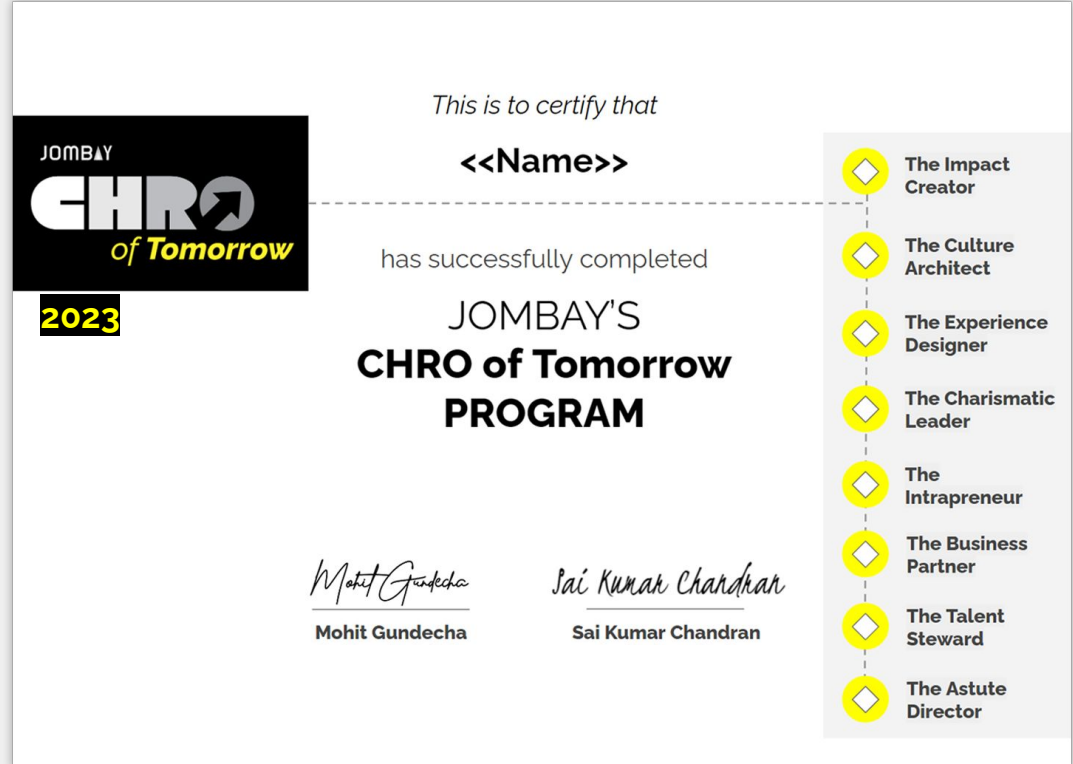
Program Certificate

Upon successful completion of the program, participants will be awarded a digital certificate of completion by Jombay.

Successful Completion requires completion of:

- > The Thought Leadership Presentation and submission of the project
- > Completion of the Individual project and presentation
- > Completion of 75% of the digital learning modules
- > 75% attendance on the live masterclasses

(Certificate images are for illustrative purposes only and may be subject to change at the discretion of Jombay).



***The Honors List is a
recognition of excellence!***

Based on the Thought Leadership
Competition Score, Digital Learning
Completion, Individual Project Score & Jury
Round, an Honors List will be announced
towards the end of the program



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Who is
this for?



Who is this for?

The CHRO of Tomorrow
program is designed for -



Individuals who are looking to fast track their career!

- > Senior HR Professionals
with 15+ years of work experience
- > Alumni of our HR40under40
Future HR Leader Program



Organisations that want to champion learning opportunities for HR managers & leaders

- > Who want to develop HR managers to be
future ready for leadership positions.
- > Who want to build an external
perspective for their HR professionals.
- > Want a well rounded
development program

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Pricing

Early Bird Pricing

30th November 2023

Rs 1,50,000 + GST

(Special pricing of Rs 1,00,000 +GST for HR40under40 Alumni till 30th Nov ONLY if they are self-sponsored)

Early Tiger Pricing

31st December 2023

Rs 1,75,000 + GST

Full Program Pricing

31st January 2023

Rs 2,00,000 + GST

You can apply individually on www.CHROofTomorrow.com OR opt for an organization sponsorship. Organizations can send an email on CHRO@jombay.com to initiate the process.

*NO REFUNDS are possible once payment has been made.

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How to Register

1

Visit the Website to understand the program

www.CHROofTomorrow.com

2


Individuals

Fill the Application Form & Complete Payment


Organizations

Send us an email on chro@jombay.com to initiate the process

3

Vetting

The Think Tank will vet the application and profile. In the rare case where they don't feel a candidate is ready for this program, we will issue a full refund

4

Have any questions? Do write to us on chro@jombay.com

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W - www.CHROofTomorrow.com

E - chro@jombay.com

GROUP COMPANIES

