

JOMBAY

HR  
**40**  
under  
FORTY

**FUTURE HR LEADER  
CERTIFICATION  
2024**

**PROGRAM  
CONSTRUCT**



# PROGRAM CONSTRUCT

HR40under40 offers a **Future HR Leader Certification** that will cover 5 aspects that could help the participants 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



TOPICS COVERED

LEARNING OBJECTIVES

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.

# BUSINESS mindset

WHAT THE  
BUSINESS  
WANTS YOU  
TO KNOW





TOPICS COVERED

BRAND STEWARDSHIP

INFLUENCE WITHOUT  
AUTHORITY

LEARNING OBJECTIVES

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

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

# CHAMPIONING mindset

CHAMPIONING  
A CAUSE





**TOPICS COVERED**

**SYNERGISTIC THINKING**

**SYSTEMS THINKING**

**LEARNING OBJECTIVES**

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

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

# COLLABORATIVE mindset

COLLABORATION IS  
MULTIPLICATION





**TOPICS COVERED**

**PSYCHOLOGICAL SAFETY**

**LEARNING OBJECTIVES**

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

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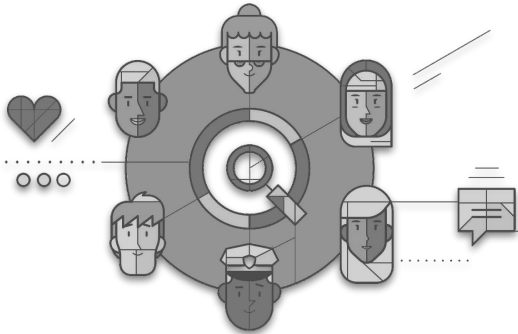
**BALANCING BIASES**

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

# INCLUSIVE mindset

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ART OF BEING  
INDEPENDENTLY TOGETHER





## TOPICS COVERED

### DIGITAL ACUMEN & DATA ACUMEN

## LEARNING OBJECTIVES

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**.

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

# DIGITAL & DATA mindset

THE DIGITAL WORLD  
WAITS FOR NO ONE





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**FOR MORE INFORMATION:**

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