

JOMBAY

CHRO

of Tomorrow

Batch 2 Starts > December 2024!



*From the makers of
HR40under40 & the
1000 Women Leaders Program!*



NEW

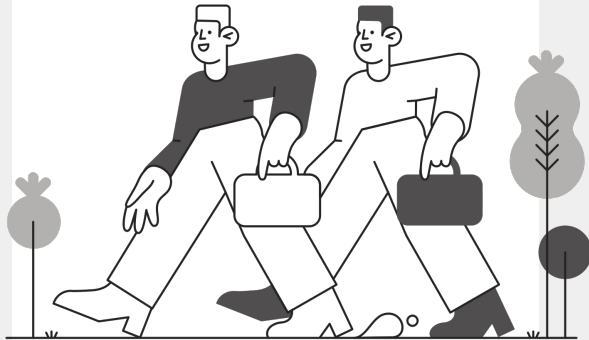
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CHRO  **2025!**
of Tomorrow

NEW

*Now with the option to benefit
from 1:1 Coaching!*

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

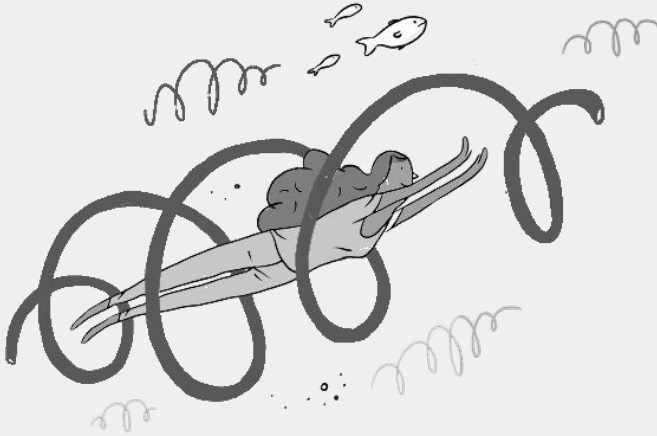
*Today's
CXOs*

*Mentor
Build
Anchor*

*HR Leaders
Of Tomorrow*

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CHRO
of Tomorrow



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
- > 1:1 Coaching (*optional*)

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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 & **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



Sunita Rebecca Cherian

Chief Culture Officer & Senior
Vice President-HR, Wipro



Prince Philkhana

Vice President,
Ameriprise Financial Services,
LLC



Mujib Mundewadi

Founder,
Heritage Walks by Mujib



Dr. Sujiv Nair

Global CHRO, CTO, Board Member, Former CEO-
Re Sustainability



Kavita Kurup

Chief People Officer,
UST



Dr. Anand Babu

Chief Learning Officer,
Anand Babu Consulting



Prof. Sandeep Bhattacharya

Sr. Vice President, L & OD,
Onward Technologies



Sai Kumar Chandran

Founder,
OrbitShift



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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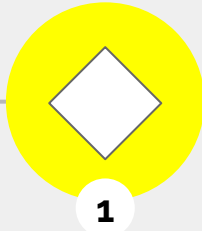


Program
Construct

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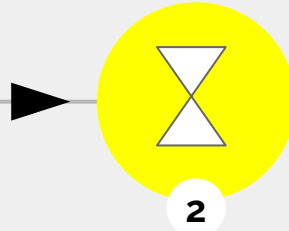
CHRO
of Tomorrow

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



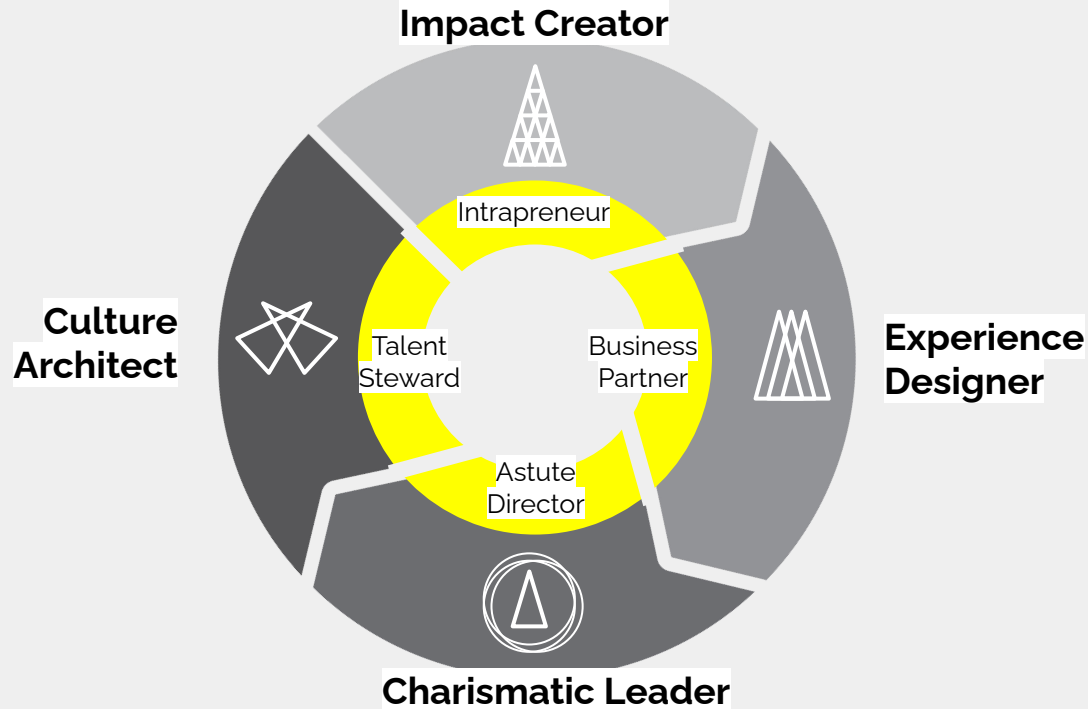
3

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*

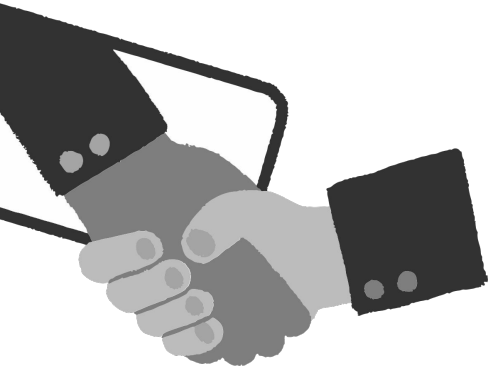
*Wellness for the
Modern Workforce*

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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

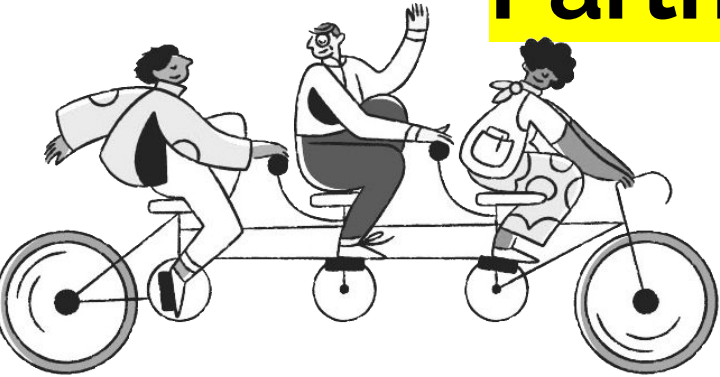
The Science of **Crisis Management**

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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*

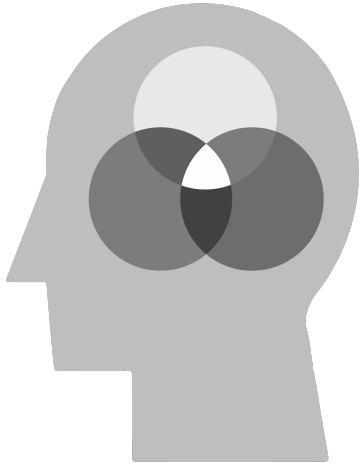
*Financial Acumen for a Talent
Strategist*

*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

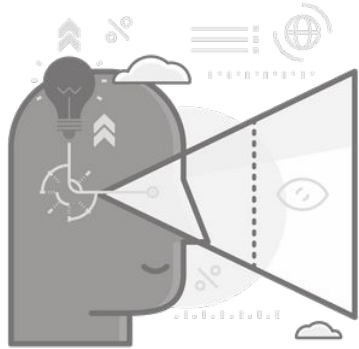
*Learning as a
Way of Work*

*Future-proofing the changing
Organization*

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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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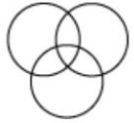
Program Components **& Timelines**

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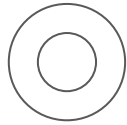
Learning Experiences

Hybrid & Immersive Learning Experiences



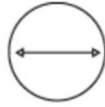
CXO led Master Classes

Build a Practitioner View



Perception Survey

Understand yourself



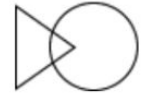
Thought Leadership Competitions

Leverage the collective wisdom of the cohort



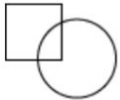
Networking & Peer Learning

Learn from an Aspirational Peer Group



Digital Learning

Self Paced Micro-Learning



Learning Circles

Practice Practice Practice what you learn



Action Learning Projects

Benefit from real industry projects



Mentoring

Inspiration from Industry leaders



1:1 Coaching

(Optional)

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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**.

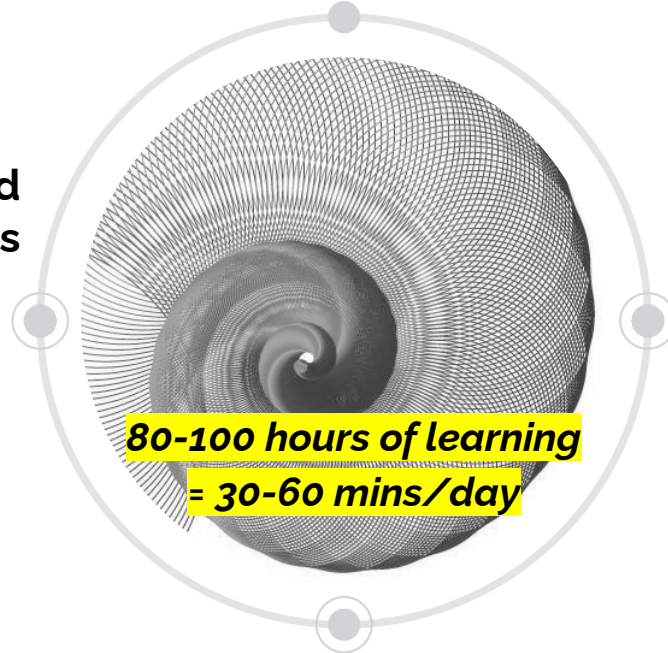
CXO led Master Classes

Learning Circles (Peer-to-Peer)

Thought Leadership Competitions & Individual Projects

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

Self Paced Learning



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Timeline

JOMBAY CHRO of Tomorrow	Dec 2024	Jan 2025	Feb 2025	Apr 2025	May 2025	June 2025	July 2025	Aug 2025	Sep 2025	Oct 2025
Masterclass 9am- 11.30am	14th Dec Master Class 1	11th Dec Master Class 2	1st Feb Master Class 3		10th May Master Class 4 24th May Master Class 5	14th June Master Class 6 28th June Master Class 7	12th July Master Class 8 26th July Master Class 9	2nd Aug Master Class 10 23rd Aug Master Class 11		
Other Milestones	14th Dec Thought Leadership Competition Launch	11th Jan Perception Survey Launch 29th Jan Perception Survey Ends	1st Feb Perception Survey Report Debrief 19th Feb Thought Leadership Competition Review + Mentoring <i>(In-person in Mumbai)</i>	12th Apr Thought Leadership Competition Awards				2nd Aug Action Learning Project	20th Sep Final Jury	11th Oct Retreat 15th Oct Virtual Awards - Honors List

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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 senior HR Leaders

> **CXOs building HR Leaders**

Industry renowned CXO faculty will train, mentor, teach & build HR leaders 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 action learning and thought leadership projects

> **1:1 Coaching** (optional)

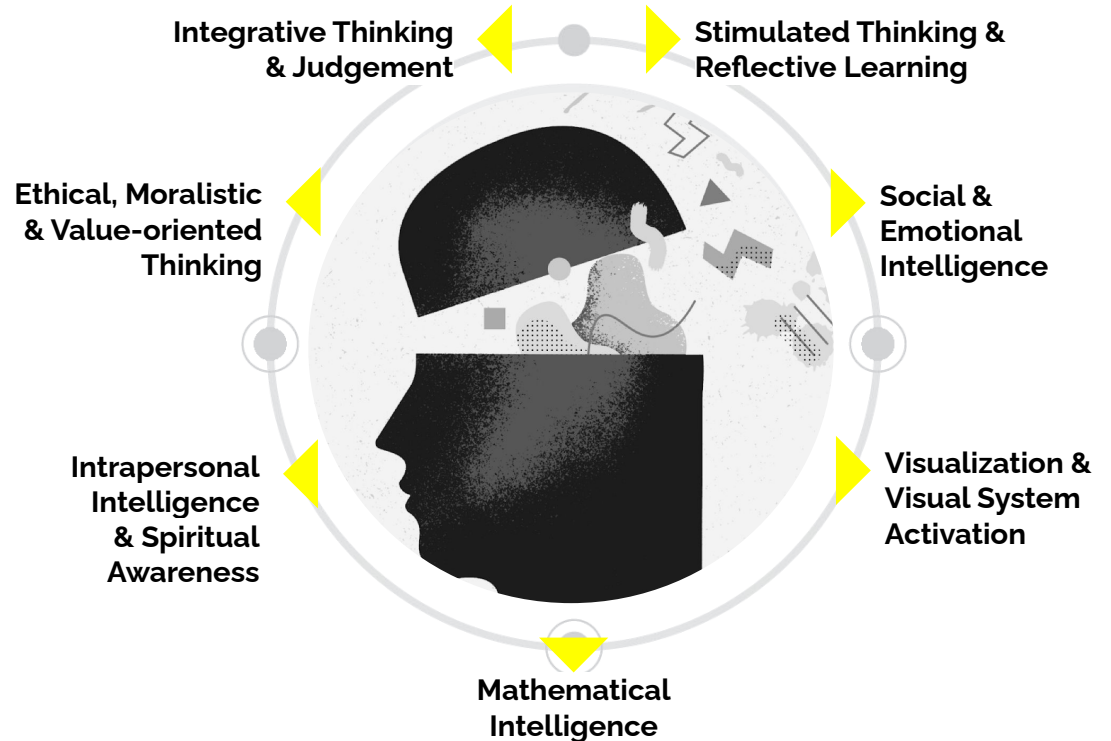
Guaranteed to ensure you get personal inputs on your career growth roadmap.

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.***





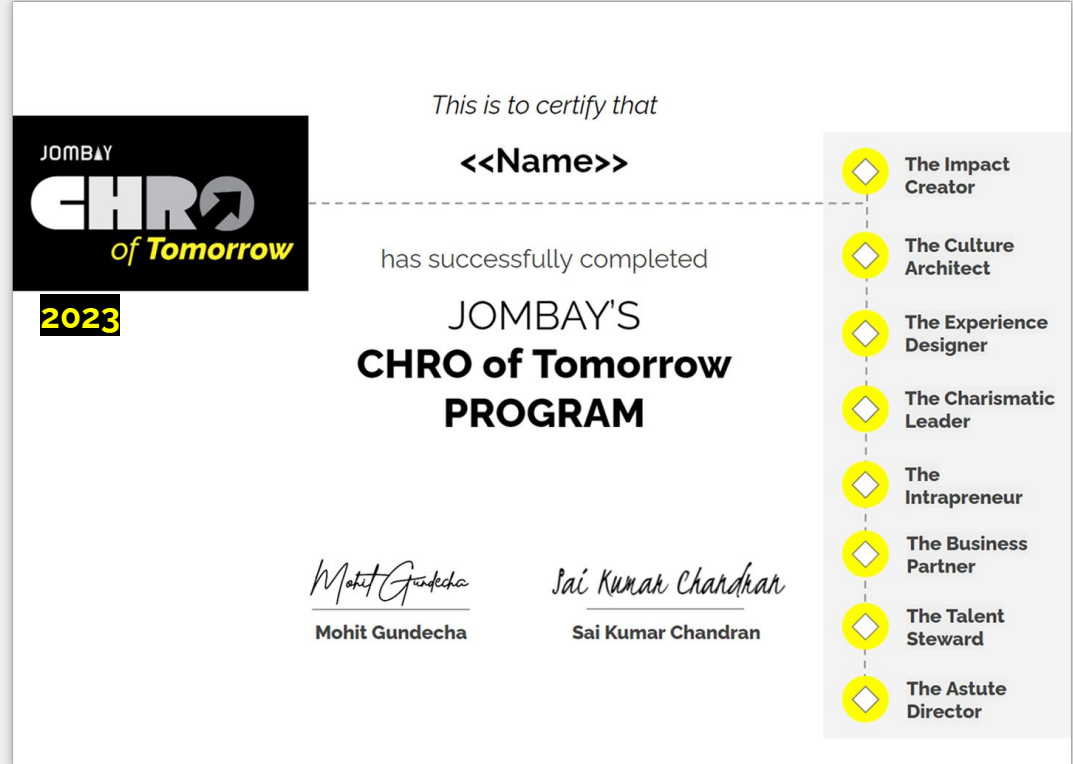
Program Certificate

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 ONLY
for Alumni**
31st Oct 2024

Program Pricing

Rs 1,00,000 + GST

**Program Pricing +
1:1 Coaching**

Rs 1,50,000 + GST

**Pricing for all
others**
Reg Closes on
7th Dec 2024

Rs 1,25,000 + GST

Rs 2,00,000 + GST

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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

**NO REFUNDS are possible once payment has been made.*

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Participants
SPEAK



of Tomorrow

“Amazing mentoring & outstanding peer to peer learning”



Tanmay Parikh

DGM HR ,
Page Industries Limited

“The program has provided a great learning exposure! The topics covered are all relevant, providing all participants a holistic view on contemporary issues and give us various perspectives to think.”



Tapaswini Mallick

Lead HRBP ,
Wipro Consumer Care



of *Tomorrow*

*"This program is **exceptionally well-curated**. In addition to master classes covering all relevant and important topics, **the projects and 1:1 mentoring sessions with industry leaders are the icing on the cake**. A key differentiator is the opportunity to present our work in front of eminent CHROs."*



**Anukulya
Panda**

Assistant VP - HR,
Berkadia

*"The program for me has been a lot more real with **real industry experience**, **validation of thoughts and insights which help better with real case studies, experience sharing and well placed content**"*



Hani Mukhey

Head of People Success,
Senior Director -
Zinnov Management Consulting

Early Bird Pricing ONLY for
HR40under40 Alumni

31 Oct, 2024

Registrations END

7th December, 2024

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W - www.CHROofTomorrow.com

E - chro@jombay.com

M - Rex Fernandes (97671 95781)

GROUP COMPANIES

