

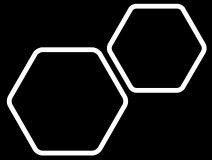
# Practicing Business Aligned HR – Batch 7



# Objectives

- To use multiple lenses to analyze industry/ business contexts and their implications for HR
- To learn a unique approach to optimize ROEC (Return on Employee Cost)
- To define & prioritize Business led, and HR led variables which impact business performance
- To diagnose & design HR & OD interventions directly impacting business performance





# METHODOLOGY



PRESENTATION



REAL LIFE  
BUSINESS  
EXAMPLES



GROUP  
EXERCISES



INTEGRATED  
CASE STUDY

A dark, reflective surface with several chess pieces. A king piece is prominent on the right, casting a long shadow. Other pawns and pieces are arranged in a line on the left, also casting shadows. The lighting is dramatic, highlighting the textures of the pieces and the sheen of the surface.

## Participants

- Business Heads / CEOs of people intensive businesses
- CHROs / HR heads for businesses
- HR Business Partners with 12 years of experience
- HR Consultants who want to customize their offerings



The program will be conducted by Shri **Shirish Joshi** - an accomplished Organisation Design and Strategic HR consultant - who is versatile in dealing with Business and Organization interface issues. After a highly successful corporate career culminating as Member – Executive Committee, Thermax group, he embraced his calling to consult & guide businesses. Over past 30+ years he has engaged with over twenty-five organisations across multiple sectors such as Agri-businesses, Automobile, Engineering, FMCG, Financial Services, Healthcare, Hospitality, Infrastructure, IT/ ITES, Mining, Power, Pharmaceutical, Social sector & Govt organizations.

An alumnus of Jamnalal Bajaj Institute, he has acquired certifications / learning from various global institutions including MBTI from APT, Energy Economics from IIM Bangalore, Workplace Big Five from Cent ACS, Complex System Change from NTL-USA, Performance Improvement from ISPI-USA, Group Relations Conferences at AKRI-USA & Tavistock-UK, Organisation Design from Ashridge-UK. He is also a professional member of ISISD, India.



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# Program Details



Duration – Four half days

Dates: 18 - 19<sup>th</sup> & 25 – 26<sup>th</sup> September '20

Time: 2:30 PM to 6:00 PM India Time

5 PM to 8:30 PM Singapore Time

1 PM to 4:30 PM Dubai Time

10 AM to 1:30 PM British Time

Venue: Virtual Session





"Of late I have not attended such a content rich program. You should copyright the ROEC Concept" - **Vijay Kulkarni, CEO INOXPA, India**

"Appreciate the moments of lifelong transformation that this program offers" - **Sarangdhar R Nirmal, CMD Prabhat Dairy**

"It threw light on connection of business context and hard aspects of HR - A must for HR professionals" – **Jayesh Sampat, CHRO Liberty Insurance**

"Excellent reflective forum to make sense of the complexity of today's business, renew the purposiveness of HR function and HR professionals." -- **Vithal Acharya, CHRO Sterlite Technologies**

"Going back excited to do something impactful for the business" – **Ishita Medhekar, Sr. V P HR, Metropolis India**



"Learnt critical aspects of HR Business Partnership. There is an insight every five minutes and that is mind blowing!" - **S Naga Siddharth, CHRO, Vedantu**

"This program is the need of the hour for Sr HR professionals in a VUCA world." - **Pravin, DGM-HR, L&T**

"Really wonderful experience and learning. I would definitely recommend my other colleagues to attend ." – **Atul Choudhary, DGM, VFS Global Services**

"This program starts where other HR Business Partner Programs end" - **Kundan Kishore, HR Leader, Indigrid**

"Got to learn deep analysis tools & know how, that can be used to influence strategic decisions at CXO level forum!" - **Suresh Amin, Cluster HR Head, Indis Business, Cipla Ltd, Mumbai**





“This kind of initiatives help HR fraternity at large by creating a talent which thinks business like and adds real value to business and to the society at large.” - **Sameer Wabale, GM-HR, Mahyco**

“All HR professionals who are keen to become an effective business partner should attend this program” - **Shantanu Dasmahapatra, Ex-Vice President, Bombay Dyeing**

“As an external change agent, this learning and application can make a landmark impact in the quality of HR outcomes & results.” **Sunita Chugh, Founder, On Last Mile**

“An eye opener for HR people truly aspiring to become business partner” – **Swati Dwivedi, L&D Head, Bajaj Auto**

“This program has enabled me to get a grip on the framework and sequencing of partnership (HR)” -- **Keshab Goswami, Former GM HR, Lupin**

# INVESTMENT



- ❖ Rs. 32000/- + 18% GST for one participant
- ❖ Rs 30000/- + 18% GST per participant for two participants from the same organisation
- ❖ Rs.28000/- + 18% GST per participant for three or more participants from the same organisation
- ❖ Rs.25000/- + 18% GST for self sponsored participants
- ❖ \*\* Special discount for self sponsored candidates

## -: Program Administration :-

Le Human Resources Solutions Pvt Ltd ,  
Aparna Bungalow, 30/1,

Saraswati Housing Society ,

Behind Hotel Pride, Shivajinagar, Pune

For queries on enrolment, please contact:

**Ms Swati +91 9673667990 Or**

**mail to - [finance@hrworksindia.com](mailto:finance@hrworksindia.com)**

