

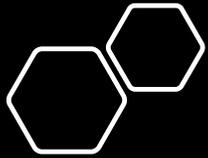
# Practicing Business Aligned HR – Batch 7



# 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





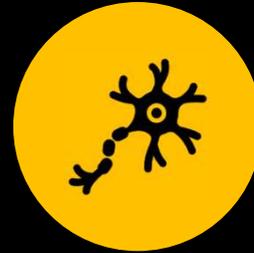
# METHODOLOGY



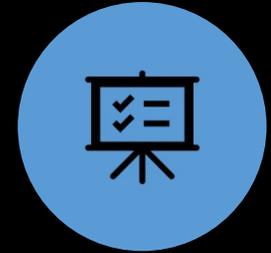
PRESENTATION



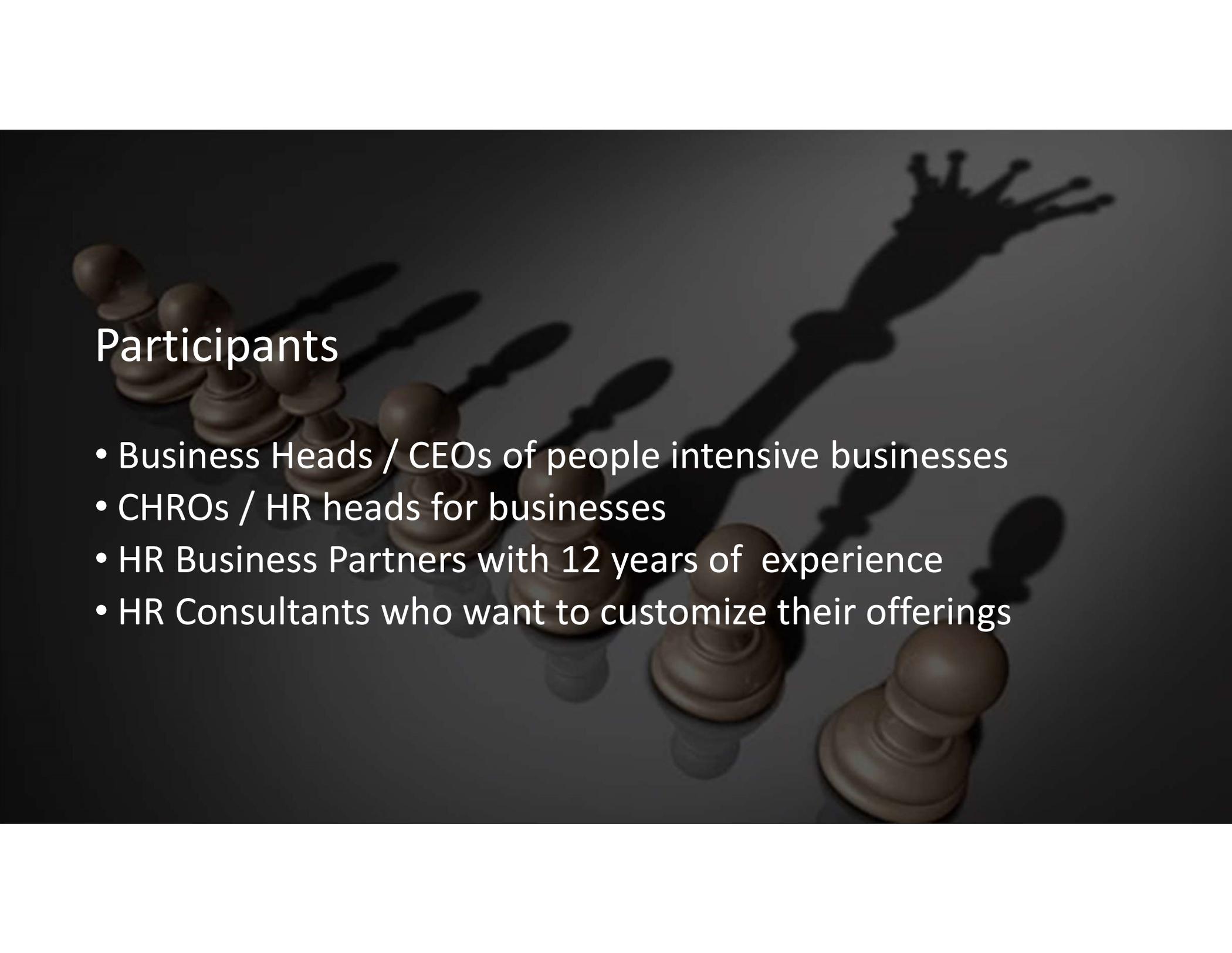
REAL LIFE  
BUSINESS  
EXAMPLES



GROUP  
EXERCISES

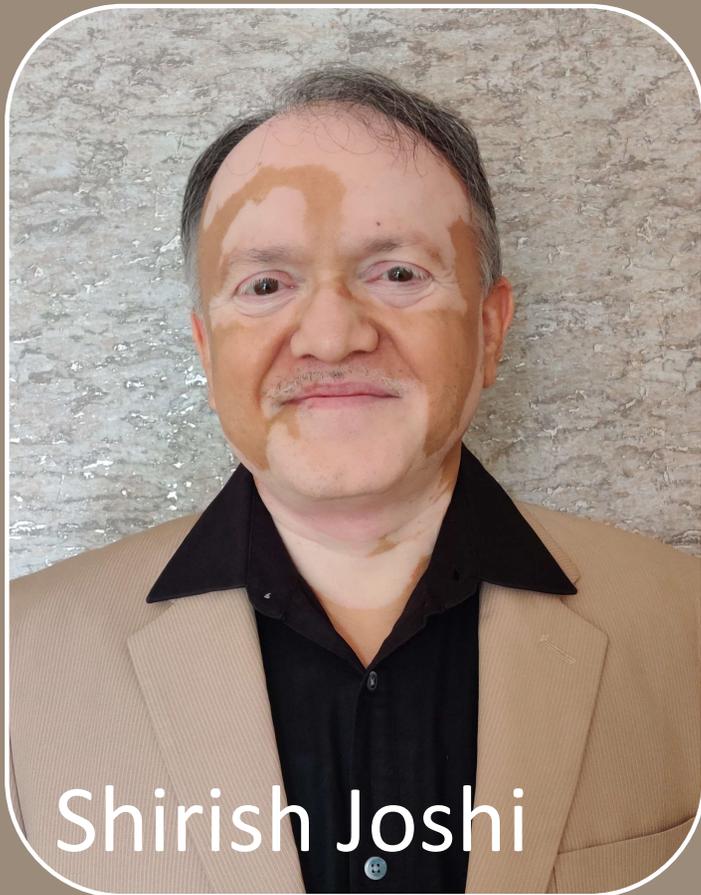


INTEGRATED  
CASE STUDY

A photograph of several wooden chess pieces, including pawns and a king, arranged on a dark, reflective surface. Long, dark shadows are cast from the pieces, extending towards the right side of the frame. The lighting is dramatic, highlighting the textures of the wood and the smooth surfaces of the pieces.

## 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



Shirish Joshi

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)**

