

Executive Development Program in Strategic HR Leadership (Batch 6)

10 Months | Online | Top Faculty Led

Starts October 2025



Message from Program Directors

Dear Participants,

Welcome to the **Executive Development Program in Strategic HR Leadership** at XLRI Delhi-NCR! It is our privilege as the Program Directors to congratulate you on embarking on this transformative journey.

This thoughtfully designed program is tailored to equip you with advanced skills, strategic perspectives, and leadership capabilities essential for addressing the complexities of modern human resource management.

Whether you are an experienced professional aiming to refine your strategic approach or an emerging leader preparing for greater responsibilities, this program offers a robust platform for both personal and professional advancement.

Get ready to engage in an enriching learning experience that will not only deepen your understanding of **strategic HR but also cultivate the leadership qualities needed to drive organizational success in today's dynamic business environment.**

We are excited to accompany you on this path, where you will have opportunities to connect with distinguished faculty, collaborate with peers, and build the skills that will propel your career forward. **Together, we will navigate the future of HR leadership and drive impactful change.**

Best regards,



Dr. Ankit

Program Director
Strategic HR Leadership



Dr. Faisal M Ahsan

Program Director
Strategic HR Leadership



Why XLRI Strategic HR Leadership Program?

XLRI

Learn from India's Premier Institution

Rank 1

Ranked India's Number 1 Private Business School

Alumni Status

Get Executive Education Alumni Status from XLRI*

Campus Immersion

Attend Two Day Campus Immersion @ XLRI Delhi-NCR

A photograph of a modern, multi-story building with a mix of light and dark grey facades, featuring large windows and a prominent vertical architectural element. The building is set against a clear sky, with some greenery and a paved area in the foreground.

Trending Strategic HR Leadership Skills for 2025

**New-Age
HRM**

**HR
Compliance**

**Strategic HRM
Frameworks**

**Corporate
Governance**

**DEI
Leadership**

**Digitalization
& GenAI**

Enhance your grasp of Strategic HR Leadership concepts to drive your organization's growth in just 10 months. Learn Modern HR Leadership Practices to become World Class Leader.

Who should enroll in this Program?

Unlock your managerial potential with the Strategic HR Leadership Program. Ideal for emerging leaders and ambitious professionals. Gain a profound understanding of HR strategies and elevate your leadership skills. Accelerate your career as an entrepreneur or HR leader. Master HR strategy, HRM leadership, & AI fundamentals in HRM.



People Managers	L&D Heads	VP - HR
General Managers	HR Managers	HRBP
Entrepreneurs	CHROs	Talent Acquisition Managers



**Embark on a
Transformative
Journey**

Why choose XLRI Strategic HR Leadership Program?

Highly Reputed Business School

XLRI is one of the oldest and most highly reputed business schools in India, with over 70 years of legacy in the education sector. Ranked among top 5 B- Schools in India.

Strong Executive Alumni Network

XLRI has a strong alumni network, which provides valuable networking opportunities and access to a wide range of industries and sectors.

Advance Your Career

The program is designed for mid-career professionals who aspire to transition into Strategic HR Leadership roles.

Comprehensive Management Education

Gain comprehensive understanding of various aspects of Strategy HR Leadership, including HR strategy, DEI leadership, & corporate governance.

Gain Competitive Professional Edge

Completing this Program can provide you with a competitive edge in the job market.

Experienced Faculty

The faculty at XLRI are highly experienced in their respective fields and bring a wealth of knowledge and expertise to the classroom.

Strategic HR Leadership Program Syllabus

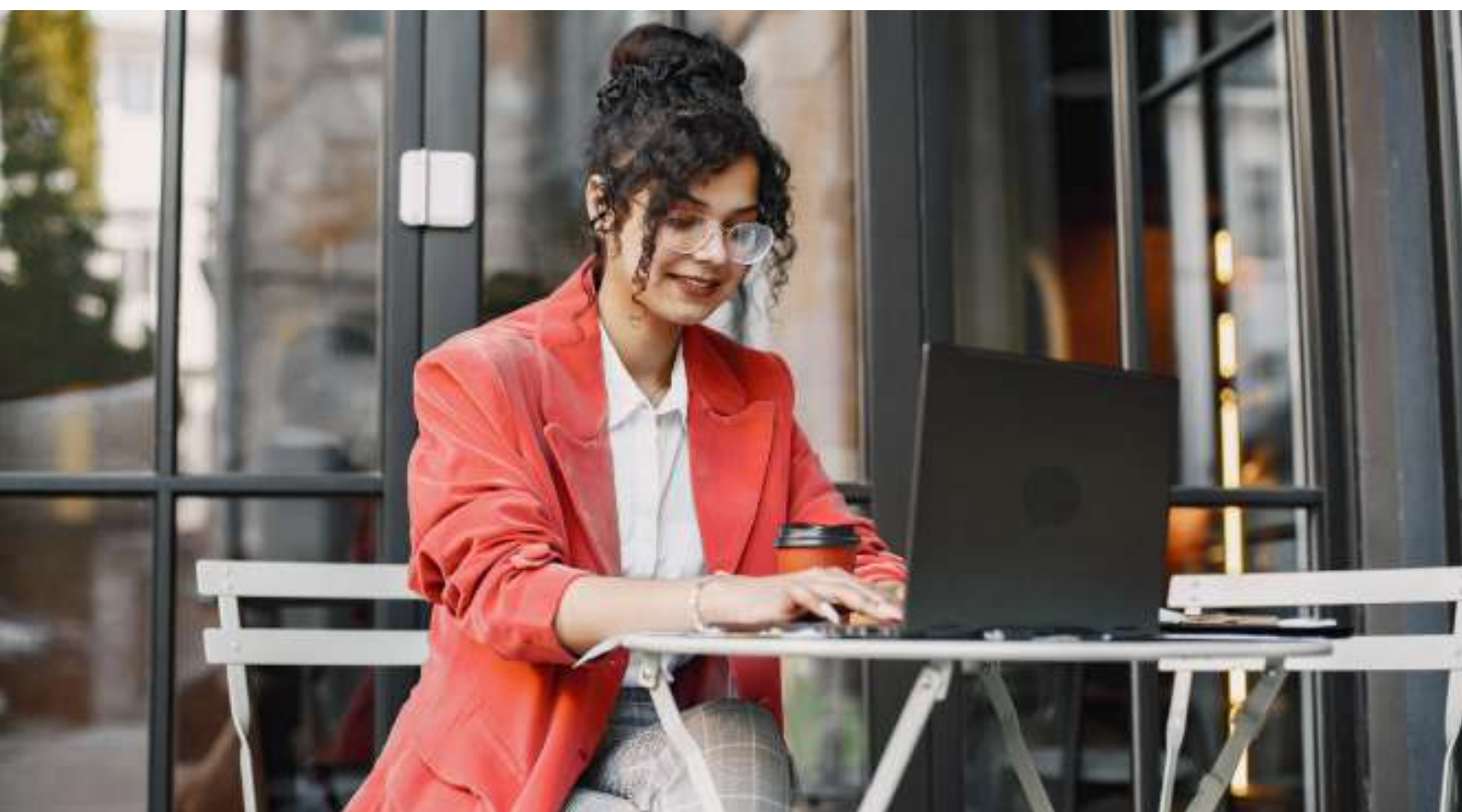
Learn what matters in 10 months!



What you'll learn

Module 1: Future of Workplace

- Topic 1: Setting the Context for Digital Change in HR
- Topic 2: Developing an Ability to look into the Future
- Topic 3: Industry 4.0 & the Skilling Challenges
- Topic 4: Digital Transformation in Business
- Topic 5: Managing the Transformation
- Topic 6: Impact of Organizational Design on Strategy
- Topic 7: New-Age Organization Design & Structures
- Topic 8: Impact of Work from Anywhere
- Topic 9: Managing Organization Culture in Hybrid Workmode
- Topic 10: Social Media & Employer Branding



What you'll learn

Module 2: Strategic HRM

- Topic 11: Aligning Business Strategy with Organization Objectives
- Topic 12: Talent Management: Attraction, Retention, & Development
- Topic 13: Strategic Staffing & Resource Allocation
- Topic 14: Managing Remote Contractual Workforce
- Topic 15: Contemporary Issues in HRM - GIG Economy & Workers
- Topic 16: Building Learning Organizations
- Topic 17: SHRM Frameworks
- Topic 18: Corporate Governance
- Topic 19: Role of HR in Successful Mergers, Acquisitions & Joint Ventures
- Topic 20: Role of HR in Internationalization



What you'll learn

Module 3: Understanding HR Metrics

- Topic 21: Digital Tools for Research
- Topic 22: Employee Persona & Look-alike Audience
- Topic 23: Employer Branding
- Topic 24: Framework for Problem Solving
- Topic 25: Basics of People Analytics
- Topic 26: Steps to Workforce Planning- Supply, Demand, Gap & Solution Analysis
- Topic 27: Strategic HR Metrics
- Topic 28: Employee Training & Development Analytics
- Topic 29: Talent Engagement Analytics
- Topic 30: HR Scorecards



What you'll learn

Module 4: Digitalization, AI & HRM

- Topic 31: Interpreting Data for Actionable Insights
- Topic 32: Behavioral Modeling & Predictive Analytics
- Topic 33: GenAI & its Applications in HR Strategy
(Planning, Recruitment & Selection)
- Topic 34: GenAI & its Applications in Learning & Development,
Performance & Career Management
- Topic 35: Developing Learning Experience Platforms
- Topic 36: Ethical Issues in the Digitalization of HRM

Module 5: Motivating Next-Gen Employees

- Topic 37: Reimagine Careers & Succession Planning
- Topic 38: Performance Management & Appraisal for the
next-gen employees
- Topic 39: Compensation Management including
Rewards & Recognition



What you'll learn

Module 6: Leadership

- Topic 40: Self-Leadership, Servant Leadership & Emotional Intelligence
- Topic 41: Building Leadership through Uncertain Times; Leadership & Communication
- Topic 42: Employee Counseling, Coaching, & Mentoring for Leadership Development
- Topic 43: Leading Innovation
- Topic 44: Leading Start-ups

Module 7: Employee Wellness & Mental Well-Being

- Topic 45: Future of Work: Post-Pandemic Perspectives
- Topic 46: Understanding & Managing Stress in the Workplace
- Topic 47: Mental Health & Well-Being



What you'll learn

Module 8: Diversity, Equity, & Inclusion

- Topic 48: Relevance in the Present Time & Context
- Topic 49: Diversity: A Strong Business Case
- Topic 50: Types: Cultural, Racial, Religious, Age, Sex, Sexual Orientation, Physical, Mental, Caste, Regional
- Topic 51: Psychological Foundations
- Topic 52: Leading a Diverse Workforce
- Topic 53: Team Diversity

Module 9: Future of Industrial Relations & New Labor Laws

- Topic 54: Labour Laws
- Topic 55: HR Compliance
- Topic 56: New Policies

Module 10: Campus Immersion

- Topic 57: Critical Concepts of Marketing
- Topic 58: Role of HR as a Business Growth Enabler
- Topic 59: Understanding the Business Landscape
- Topic 60: Capstone Project Presentations

Real-World Case Studies



Cultivating Capabilities to Innovate: Booz Allen & Hamilton

Analyze how Booz Allen & Hamilton built innovation capabilities to adapt to evolving market demands and maintain a competitive edge.



Wincorp: Corporate Governance Challenges

Evaluate the corporate governance practices at Wincorp to identify deficiencies and recommend strategies to restore stakeholder trust and ensure regulatory compliance.



Reimagining Employee Centricity: The Digital Transformation of HR at DBS

Discover how DBS Bank transformed its HR function to align with its digital strategy, focusing on building the necessary digital competencies to drive and sustain this



Appex Corp.: Organizational Structure Changes

Analyze and recommend organizational structures for Appex Corporation to improve operational efficiency and scalability during rapid growth under Shikhar Ghosh's leadership.



HR Analytics at ScaleneWorks: Predicting Offer Renege

Analyze how organizations can use HR analytics and behavioral modeling to address the challenge of predicting candidate offer renegees and optimize recruitment strategies.



The Industry Dilemma: Allow Ethical Moonlighting or Lose to Gig Working

Assess how companies can address the trade-off between permitting ethical moonlighting and retaining talent amidst the rise of gig work opportunities.



Silvio Napoli at Schindler India (A): Leadership and Transformation

Assess how Silvio Napoli led Schindler India through the complexities of establishing a local manufacturing facility and transforming its operations to improve market competitiveness.

** Note: All product and company names are trademarks of their respective holders, with no affiliation or endorsement implied. Case studies are indicative, subject to updates, and may include additional faculty curated examples in the program.*

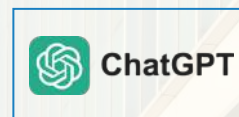
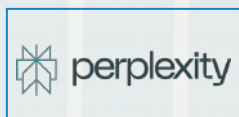
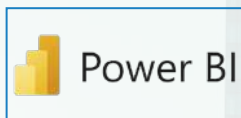
Capstone Project & Key Tools Covered

Capstone Project

The capstone project for the Strategic HR Leadership Program enables participants to apply their knowledge by addressing a complex, real-world business challenge.

It requires strategic analysis, decision-making, and leadership skills cultivated throughout the program, offering a hands-on opportunity to synthesize learning and demonstrate their expertise in driving impactful solutions to organizational issues.

Key Tools Covered



** The program aims to familiarize learners with various tools in the HR ecosystem, with a focus on how to effectively leverage them as a professional, rather than achieving mastery in each tool.*

HR Leadership Coaching

Elevate your leadership potential with our HR Leadership Coaching sessions! Explore the transformative journey to sharpen your skills, clarify your vision, and prepare to lead with confidence.

Designed to empower future-ready leaders, these sessions provide the tools and insights you need to excel in the dynamic business world and make a lasting impact in your organization.



Transformative Simulations for World-Class Learning



HR Strategy Simulation

Participants strategically align staffing with business goals, addressing skill gaps, talent needs, and budget limits, while balancing workforce capabilities with organizational objectives.



DEI Simulation

Participants foster workplace inclusion by promoting diversity and equity, addressing unconscious bias, and managing global DEI initiatives for better organizational belonging.



HR Analytics Simulation

Participants analyze HR data to make data-driven decisions on performance, turnover, and compensation, enabling SHRL's to predict trends and optimize HR impact effectively.

Learn from Top XLRI Faculty & Industry Experts



Dr. Ankit
Program Director
XLRI Delhi-NCR



Dr. Faisal M Ahsan
Program Director
XLRI Delhi-NCR



Dr. Shravasti Chakravarti
Assistant Professor - GM
XLRI Delhi-NCR



Dr. Keith C. D'Souza
Visiting Professor
XLRI Delhi-NCR



Vinit Thakur
Independent Information
Services Professional



Dr. Snigdha Pattnaik
Adjunct Professor
XLRI Delhi-NCR



Learn from Top XLRI Faculty & Industry Experts



Dr. Paramjyot Singh
Assistant Professor
Legal Studies



Santosh Thangavelu
CHRO - India
Atria



Ramesh Soundararajan
Consulting & Training - Analytics
Culstran Consulting LLP



Prof. Ratan KK
Digital Marketing Expert
GutsGo Digital



Manoj Varghese
Chief People Officer
Tonik



Dr. Narasimhan Rajkumar
Associate Professor
Marketing



World Class Learning Experience

Experience a dynamic and engaging environment that inspires and challenges you to think critically. Become a world-class Strategic HR Leader through hands-on learning, collaboration, and interaction with experts in the field.



**Live Classes &
Online Interaction**



**Top Faculty
from XLRI**



**Case Based
Learning**



**Campus
Immersion**



**Peer
Learning**



**Executive
Alumni Status**

Campus Immersion

Network, Interact & Connect at Campus of Prestigious XLRI Delhi-NCR

Get a unique opportunity to participate in **Two Day Campus Immersion** at the beautiful campus of XLRI Delhi-NCR. Build lifetime connections with your peers, participate in workshops & experience student life at one of the top Business schools in India. Some unique features you can expect in the immersion include:

- **Networking with Peers**
- **Interaction with Faculty**
- **Offline Classes**
- **Valedictory Ceremony**



Alumni Status

Attain XLRI Executive Education Alumni Status

On successful completion of the **Executive Development Program in Strategic HR Leadership** candidates will be eligible for alumni status at XLRI. The benefits of the lifetime membership of alumni status include:

- Access to Alumni Events organised by XLRI Alumni Association
- Access to Alumni Network Portal
- Alumni Discount on Other Programs
- Access to Online Lectures and Seminars
- Access to Alumni Newsletters and Magazines

**Executive Education Alumni Status Fee: An additional fee of INR 20,000 + GST for a lifetime membership of Alumni Status, payable directly to XLRI upon program completion.*

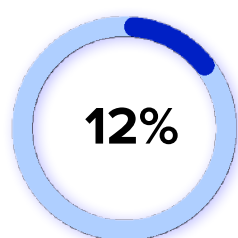


Past Participant Profile

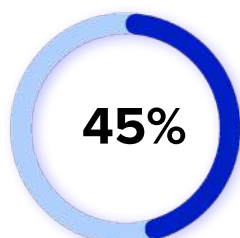
JOB DESIGNATIONS

HR Managers / Sr. Managers	48%
Directors / VPs-HR	26%
AGMs / L&D Heads	8%
CHROs	5%
Consultants	3%
Others	10%

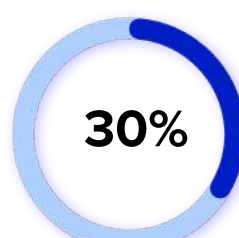
WORK EXPERIENCE



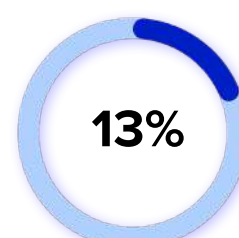
5-10 Years



10-15 Years



15-20 Years



20+ Years

INDUSTRIES REPRESENTED

Entertainment	Retail	Consultancy
Fintech	Healthcare / Pharma	Logistics
Automotive	IT / Software	Real Estate

Unparalleled Learning Experience



The SHRL Program at XLRI is transformative, blending academic rigor with practical insights. With **exceptional faculty, mentorship, peer learning, and campus immersions**, it empowers HR professionals to drive impactful transformations in a dynamic world.

Kalpan Desai

Vice President-HR, Sony Pictures Networks



Completing the SHRL Program at XLRI Delhi-NCR has been transformative, **enhancing my strategic HR skills and leadership abilities**. Grateful to the faculty and peers for fostering growth, I'm excited to apply these insights for meaningful impact.

Rashmi Dhiman

Sr. Manager HRBP, Legrand India Ltd.



Thrilled to complete the Strategic HR Leadership at XLRI Delhi NCR. This transformative program **enhanced my HR skills, strategic insights, and business acumen, fostering growth and impactful leadership**. Highly recommended for aspiring HR leaders.

Seema Zagade

Additional General Manager, Bombay Stock Exchange



Career Support with 6 Powerful Sessions



1-On-1 Career Counselling

Our career coach will help you with all your career related queries



Resume Preparation

We'll help you craft a sharp resume to boost your shortlisting chances



Simulated Mock Interviews

Participate in a mock interview to be ready for the real thing



Interview Resources

Get access to 2024 Interview Resources



“ Career coaching begins with self discovery and unfolds through strategic guidance. We are here to illuminate your path, amplify your strength, and navigate the terrain of growth with you. ”

Manvender Singh
CEO, Accredian

Career Services will be provided towards the end of the program. The Career Services provided by Accredian are intended to empower you to actively manage your career and are not a guarantee of employment.

Key Program Highlights

10 months

Comprehensive
Learning

120+

Hours of Live
Classes

10

Modules

2 days

Campus
Immersion

6

Career Assistance
Sessions

Be a Part of India's Premier Institution



The certificate provided serves as a representation and may vary from the final certificate.

Admission Process

- Scan the QR on the next page.
- Fill the application form & pay the fees.
- Selected Candidates will receive Admission Confirmation Letter from XLRI.

Application Deadlines

Program Fee: INR 2,40,000 + GST

Application Fee: INR 10,000 + GST



Program Snapshot

START DATE

Tech Orientation: 26th October 2025

Batch Inauguration: 16th November 2025

TIMINGS

12 PM- 3 PM IST* on Sundays

DURATION

10 Months

WEEKLY SCHEDULE

Online classes on Sundays

Self practice/assignments on weekdays

ELIGIBILITY CRITERIA

Total Years of Experience: **5+ Years**

Education: **Graduate**

PROGRAM FEE

INR 2,40,000 + GST

APPLICATION FEE

INR 10,000 + GST

EMI Options Available!

** Application Fee for the Program is non-refundable.*

** XLRI & Accredian reserve the right to change class timings & curriculum as per faculty schedules & updates to curriculum. Any Extra Sessions will happen at different time slots.*

** 75% Attendance is Mandatory to receive course completion certificate.*



XLEAD
XLRI Leadership Education and Development

in association with

accredian
credentials that matter



admissions@accredian.com



www.accredian.com



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APPLY NOW

