

EXECUTIVE DEVELOPMENT PROGRAM IN DIGITAL HR LEADERSHIP & PEOPLE ANALYTICS (Batch 7)

10 Months | Online | Top Faculty Led

Starts January 2026



Message from Program Directors

Dear Participants,

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

This thoughtfully curated program is designed to empower you with cutting-edge digital competencies, analytical insights, and strategic leadership capabilities essential for navigating the evolving landscape of human resource management.

Whether you are a seasoned HR leader looking to **harness the power of data in decision-making** or an aspiring leader preparing to embrace the digital future of HR, this program offers a robust platform for meaningful personal and professional advancement.

Get ready for an immersive learning experience that will not only strengthen your grasp of digital HR and people analytics but also **cultivate the strategic mindset required to drive innovation** and performance in today's fast-changing organizational environments.

We are thrilled to partner with you on this journey. Through engaging interactions with our distinguished faculty, dynamic peer collaboration, and real-world learning opportunities, you will be equipped to lead the transformation of **HR practices and deliver impactful results**.

Best regards,



Dr. PT Joseph, SJ

Program Director
Digital HR Leadership



Dr. Ankit

Program Director
Digital HR Leadership



Why XLRI Digital 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

** Terms & Conditions as applicable*



Trending HR Leadership Skills in 2026

**People
Analytics**

**AI/Automation
in HR**

**L&D
Analytics**

**Digital HR
Strategy**

**Employee EX
Design**

**Change
Management**

Strengthen your understanding of Digital HR and People Analytics to propel your organization's growth in just 10 months. Master contemporary HR strategies to become a world-class HR leader.

Who should enroll in this Program?

Unlock your leadership potential with the Digital HR and People Analytics Program. Ideal for emerging leaders and ambitious professionals. Gain a profound understanding of Digital HR and elevate your leadership skills. Accelerate your career as an HR leader by mastering digital HR strategy, people analytics, and digital HR leadership.



HR Consultants	L&D Heads	VP - HR
GM-HR	HR Managers	HRBP
Entrepreneurs	CHROs	Talent Acquisition Managers

A woman with dark hair, smiling and looking slightly to the right. She is wearing a grey textured blazer over a light blue and white striped collared shirt. She has small pearl earrings and a dark watch on her left wrist. The background is a blurred city street with warm, golden light, suggesting sunset or sunrise.

**Embark on a
Transformative
Journey**

Why choose XLRI Digital 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 & senior professionals who aspire to transition into Digital HR Leadership roles.

Comprehensive Management Education

Gain comprehensive understanding of various aspects of Digital HR leadership, including people analytics, change management, & digital HR leadership.

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.

Digital HR Leadership & People Analytics Program Syllabus

Learn what matters in 10 months!



What you'll learn

Term 1: Strategic HR Leadership in Digital Age

Module 1: Strategic HR Leadership in Digital Era

- Topic 1: Evolving Role of HR in Digital-First Organizations
- Topic 2: Aligning HR with Business Strategy
- Topic 3: Future of Work, Hybrid Models, & Workforce Agility
- Topic 4: Leading HR in Times of Disruption & Transformation

Module 2: Building Digital HR Strategy

- Topic 5: Building a Digital HR Strategy & Roadmap
- Topic 6: Assessing Digital Maturity & Readiness
- Topic 7: Leading Change, Stakeholder Management
- Topic 8: HR Operating Models for Agility & Innovation

Module 3: HR Technology Stack

- Topic 9: Core HCM Systems, EX Platforms, & Emerging HR Tech
- Topic 10: HR Tech Stack Architecture & System Interoperability
- Topic 11: Technology Selection, Vendor Management, & Integration

What you'll learn

Term 2: People Analytics & Data-Driven HR

Module 4: Analytical Problem Solving in HR

- Topic 12: Framing HR Challenges as Analytical Problems
- Topic 13: HR Data Collection & Cleaning
- Topic 14: Hypothesis-Driven Problem Solving
- Topic 15: Exploratory Problem Solving with Google Case Study

Module 5: HR Analytics & Data Driven Decision Making

- Topic 16: Visualizing & Interpreting Data- Power BI 1
- Topic 17: Visualizing & Interpreting Data- Power BI 2
- Topic 18: Analyzing Attrition Data with Power BI

Module 6: People Analytics & Digital HR

- Topic 19: Data Analysis Fundamentals
- Topic 20: Data Analytics Fundamentals in Talent Acquisition
- Topic 21: Practical People Analytics & Network Applications
- Topic 22: Case Study-Amber by Infeedo
- Topic 23: Utilization of Social Media & Social Collaboration Tools
- Topic 24: Using Design Thinking for People Engagement I
- Topic 25: Using Design Thinking for People Engagement II

What you'll learn

Module 7: Visualization & Storytelling for HR Leaders

- Topic 26: Data Storytelling Principles
- Topic 27: Selection of Appropriate Charts
- Topic 28: Developing a Storyboard
- Topic 29: Visualizing Qualitative Data, Advanced Charts

Module 8: Transforming HR Value Chain Through Analytics

- Topic 30: Predictive, Prescriptive & Cognitive Analytics
- Topic 31: Logistic Regression Algorithms for Offer Renege Prediction
- Topic 32: Scalene Works Case Study-Offer Renege Prediction
- Topic 33: Linear Regression Case Study
- Topic 34: Usage of Clustering in Employee Survey Analysis



What you'll learn

Term 3: Innovation & Transformation in HR

Module 9: AI & Automation in HR

- Topic 35: Applications of AI in Hiring, Learning, Performance Management
- Topic 36: Chatbots, RPA, & Intelligent Automation in HR Ops
- Topic 37: Risks: Bias, Transparency, Governance
- Topic 38: Evaluating ROI of HR Automation

Module 10: GenAI & Emerging Trends in HR

- Topic 39: GenAI for HR Content, Communications, & Hiring
- Topic 40: Tools like ChatGPT, Claude, Jasper for HR Leaders
- Topic 41: Strategic Roadmap for GenAI in the HR Function
- Topic 42: Agentic AI for HR

Module 11: Transformation & Change Management

- Topic 43: Digital Transformation through People Analytics & Change Management
- Topic 44: DBS Case Study
- Topic 45: Value of HCM Practices
- Topic 46: Developing a Business Case

Real-World Case Studies



Amber by inFeedo: AI-Powered Employee Engagement

Learn how this AI-driven virtual assistant uses NLP to elevate employee feedback & CEO involvement.



DBS: Purpose-Driven Transformation

Explore how DBS's leadership drove bold transformation across systems, people, & customer experience.



Apturja Power Limited: Human Resources Analytics

Discover how APL used HR data to reduce attrition & align talent strategy with business goals.



Cynet Systems: Driving Performance with HR Analytics

Learn how Cynet adapted to remote work & used analytics to enhance employee performance prediction.



HR Analytics at ScaleneWorks: Predicting Offer Renege

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

** 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.*

Learn from Top XLRI Faculty & Industry Experts



Dr. PT Joseph, SJ
Program Director
XLRI Delhi-NCR



Dr. Ankit
Program Director
XLRI Delhi-NCR



Ramesh Soundararajan
Consulting & Training - Analytics
Culstran Consulting LLP



Manoj Varghese
Chief People Officer
Tonik



Dr. Pratik Tarafdar
Assistant Professor
XLRI Delhi-NCR



Dr. Manas Tripathi
Associate Professor
XLRI Delhi-NCR



Vinit Thakur
Independent Information
Services Professional



Richa Pande
Senior Vice President - HR
Inatech



Dr. Shiva Kakkar
Vice President - AI Adoption
Jaipuria Group

World Class Learning Experience

Experience a dynamic and engaging environment that inspires and challenges you to think critically. Become a world-class professional 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 Digital HR Leadership & People Analytics**, candidates will be eligible for executive education alumni status at XLRI by paying one-time registration fee of INR 20,000 + GST (Optional). 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

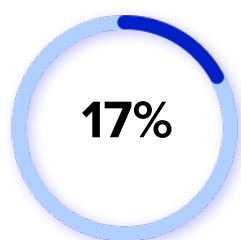


Past Participant Profile

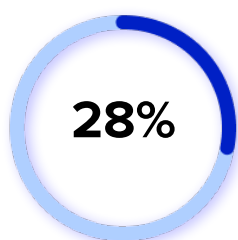
JOB DESIGNATIONS

HR Managers / Sr. Managers	45%
Directors / VPs-HR	25%
AGMs / L&D Heads	12%
CHROs	8%
Consultants	4%
Others	6%

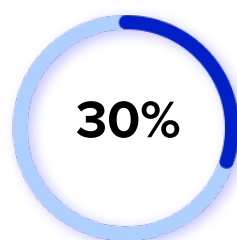
WORK EXPERIENCE



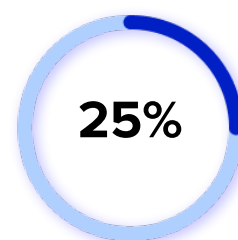
5-10 Years



10-15 Years



15-20 Years



20+ Years

INDUSTRIES REPRESENTED

Manufacturing

BFSI

Automotive

Retail

Healthcare / Pharma

IT / ITes

Telecom

Defense

Aerospace

Unparalleled Learning Experience



The program was **well-designed** with **insightful lectures**. The **Professors** supported every student throughout.

Payal Kamti

AGM HR, ATS Homekraft Infra Pvt. Ltd.



The program was **transformative and beneficial**; I gained analytical skills from the experienced faculty.

Rajalaxmi Mohapatra

Analyst, Deloitte



Career Support with 6 Powerful Sessions



1-On-1 Career Counselling

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



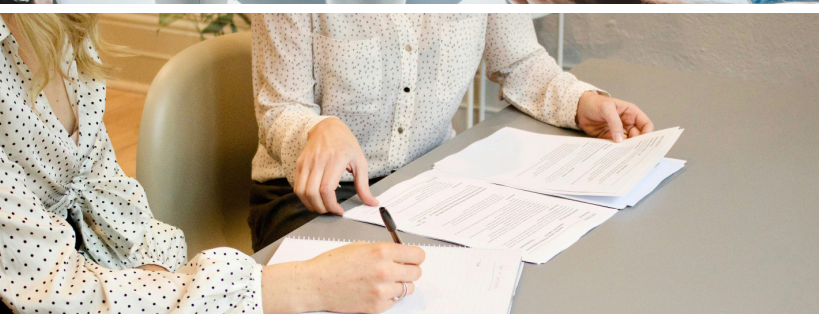
Resume Preparation

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 latest 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

11

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: 31st January 2026

Batch Inauguration: 22nd February 2026

TIMINGS

9 AM - 12 PM IST on Sundays*

DURATION

10 Months

WEEKLY SCHEDULE

Online classes on Sundays

Self practice/assignments on weekdays

ELIGIBILITY CRITERIA

Total Years of Experience: 3+ 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.*



in association with

accredian
credentials that matter

 admissions@accredian.com

 www.accredian.com



SCAN HERE TO

APPLY NOW

