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

10 Months | Online | Top Faculty Led

Starts February 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,
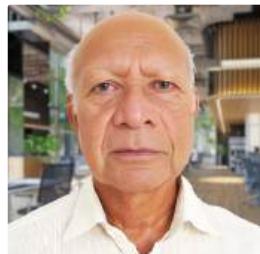
Dr. PT Joseph, SJ

Program Director
Digital HR Leadership

Dr. Ankit

Program Director
Digital HR Leadership

Why XLRI Digital HR Leadership Program?
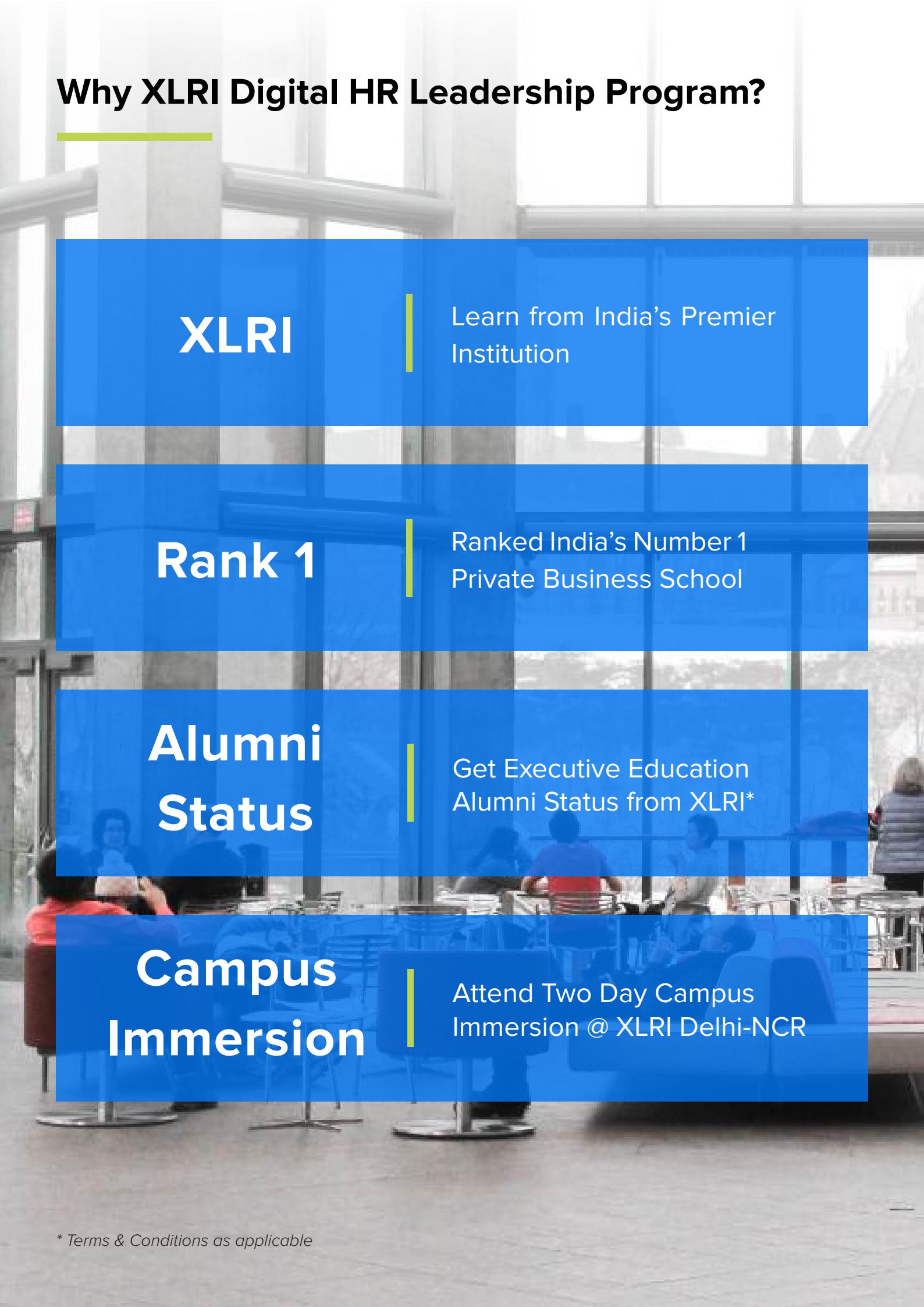
XLRI | Learn from India's Premier Institution

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

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.

Comprehensive Management Education

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

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.

Gain Competitive Professional Edge

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

Advance Your Career

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

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

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 reneges and optimize recruitment strategies.
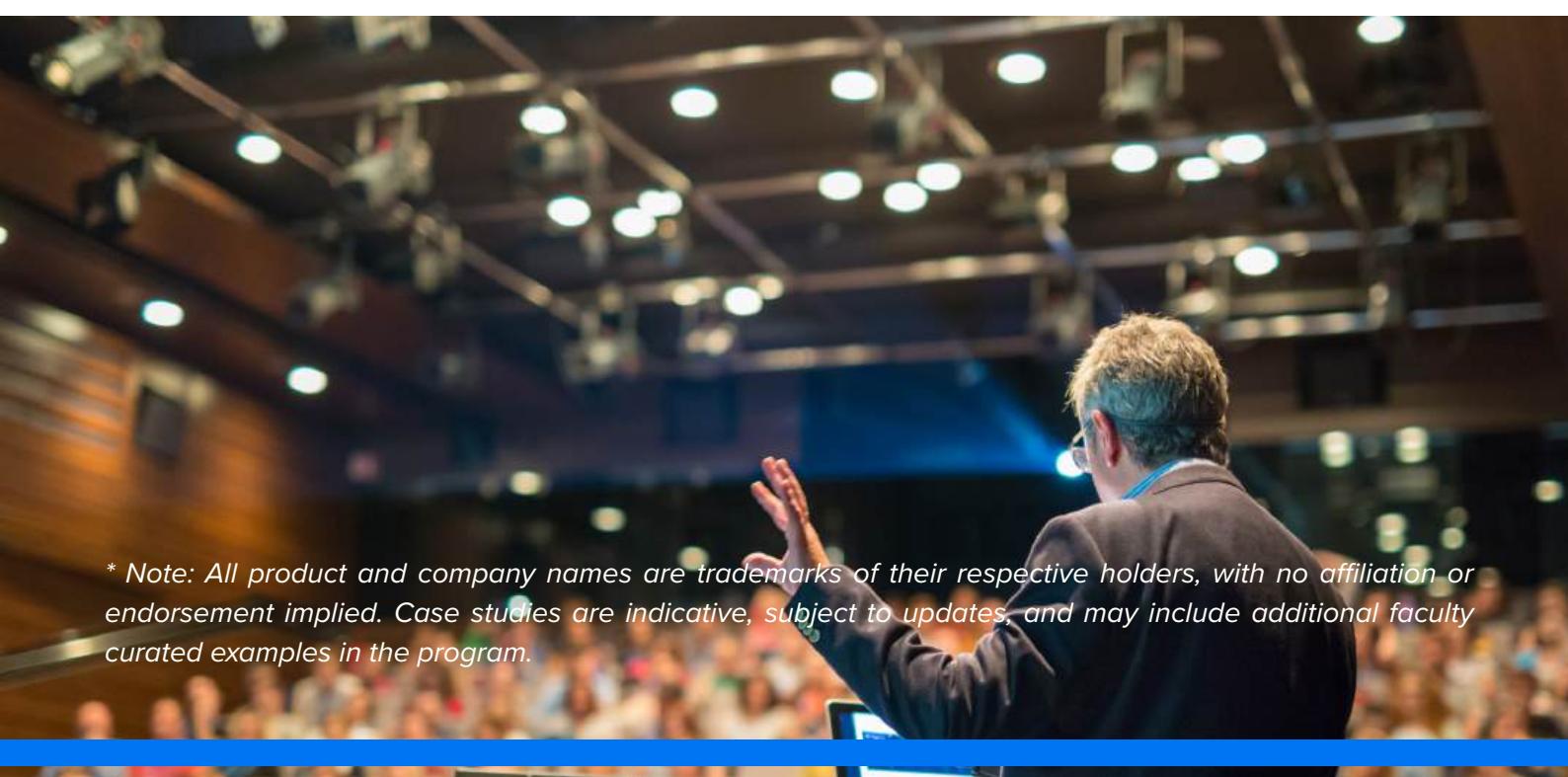
Learn from Top XLRI Faculty & Industry Experts

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

17%
5-10 Years

28%
10-15 Years

30%
15-20 Years

25%
20+ Years
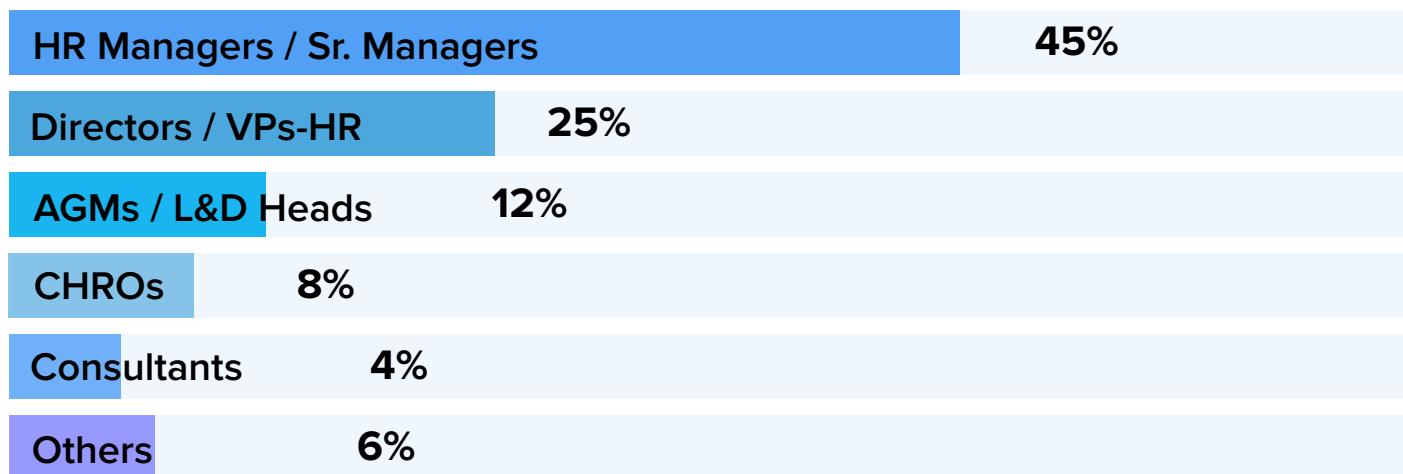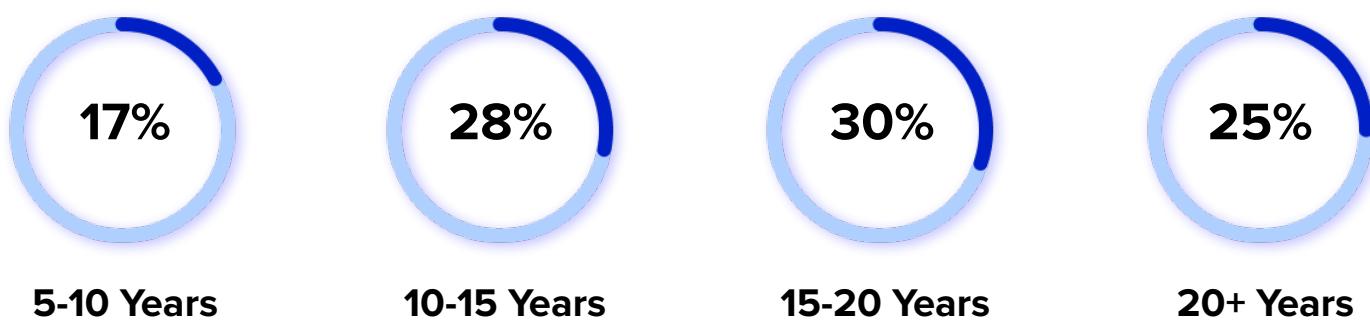
INDUSTRIES REPRESENTED

Manufacturing	Retail	Telecom
BFSI	Healthcare / Pharma	Defense
Automotive	IT / ITes	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

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

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: 15th February 2026**
	Batch Inauguration: 8th March 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

XLEAD
XLRI Leadership Education and Development

accredian
credentials that matter

✉ admissions@accredian.com

🌐 www.accredian.com

SCAN HERE TO

APPLY NOW

Shaping Tomorrow's Leaders