XLRI Xavier School of Management
For the greater good

XLEAD
XLRI Leadership Education and Development

Batch 8

Executive Development Program in Strategic HR Leadership

10 Months | Online | Top Faculty Led



NATIONAL INSTITUTIONAL RANKING FRAMEWORK

AACSB ACCREDITED

ASSOCIATION OF MBAS ACCREDITED

XLRI: A Top Ranked Institution



#10	#9	#1	#83
Management	**Management**	**B-School**	**Global MBA**
Among all Institutes (NIRF 2025)	Among all Institutes (NIRF 2024)	Private Business School (IIRF Ranking)	Financial Times 2025 Rankings

Consistently ranked among India's leading institutions, XLRI's strong position across national and international rankings reflects a commitment to cutting-edge research, world-class faculty, and future-focused education.

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

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Dr. Faisal M Ahsan

Program Director
Strategic HR Leadership

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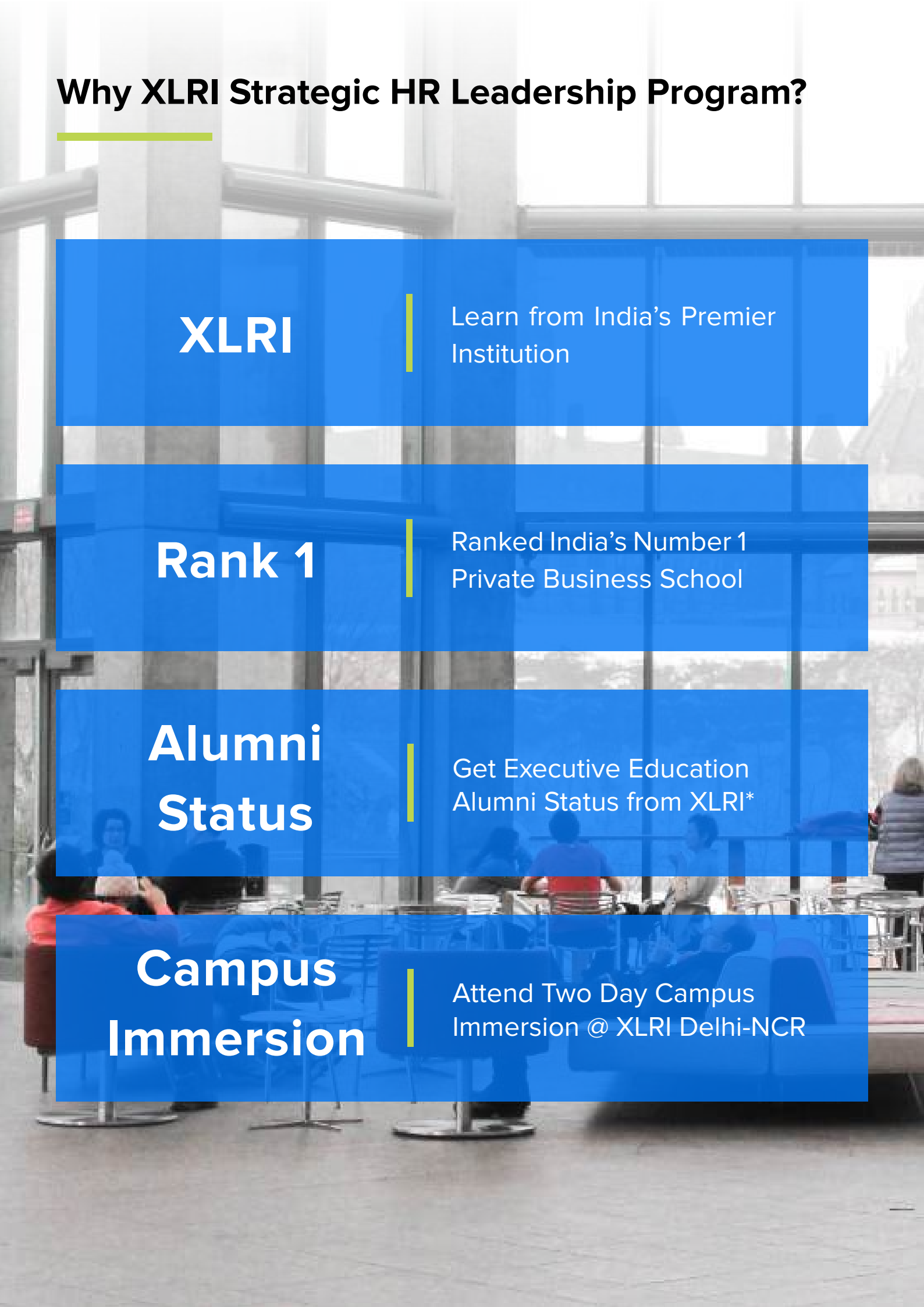
Why XLRI Strategic HR Leadership Program?



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



Trending Strategic HR Leadership Skills for 2027

New-Age HRM

HR Compliance

Strategic HRM Frameworks

Corporate Governance

DEI Leadership

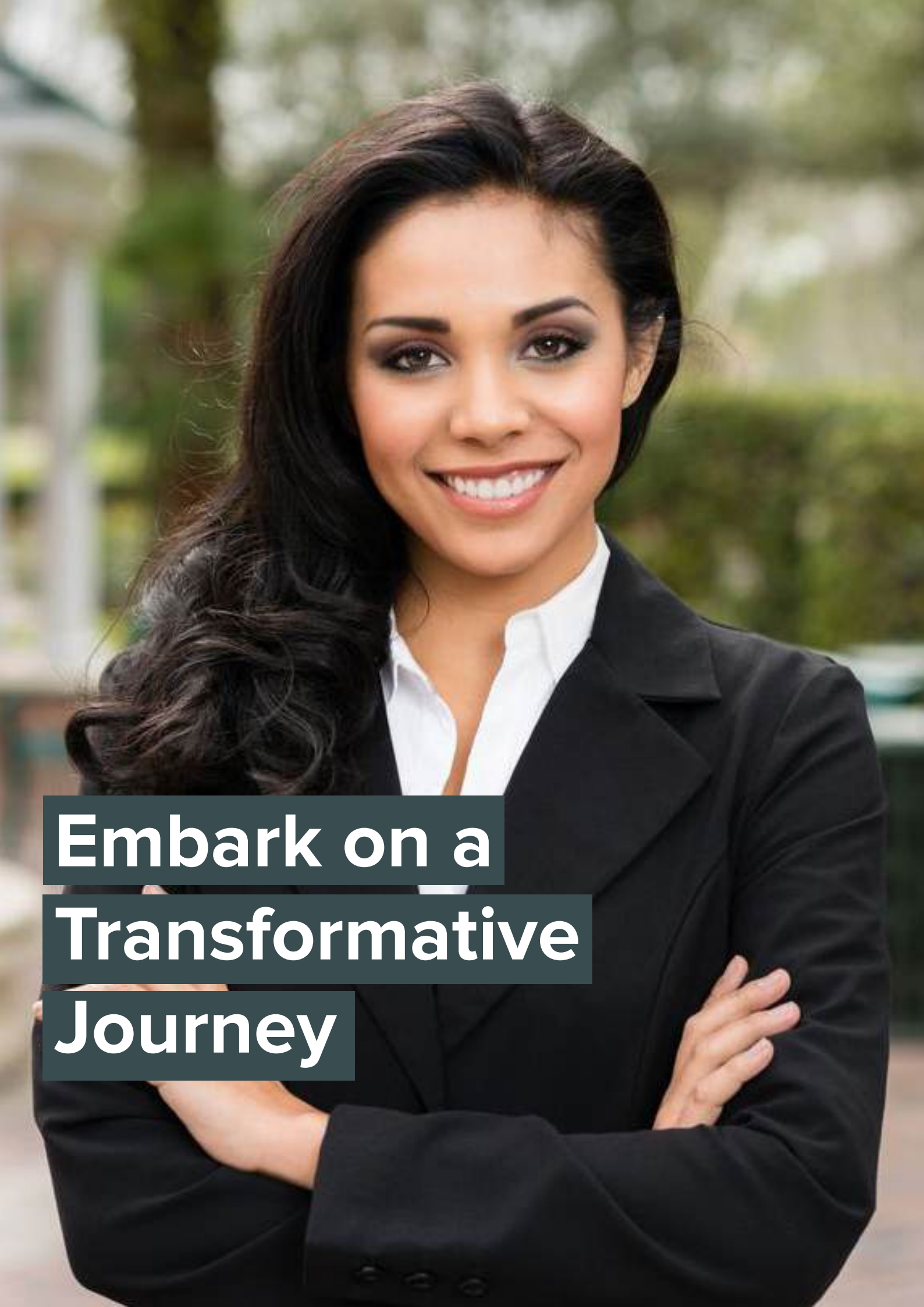
Digitalization & GenAI

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.




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.

Comprehensive Management Education

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

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 professionals who aspire to transition into Strategic 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.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XLRI Leadership Education and Development
Strategic HR Leadership
Program Syllabus
Learn what matters in 10 months!

What you'll learn

Module 1: Future of the Workplace: Introduction to New-Age HRM

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:	Impact of Organizational Design on Strategy
Topic 5:	New-Age Organization Design & Structures
Topic 6:	Digital Transformation in Business
Topic 7:	Digital: Future of HR
Topic 8:	Managing the Transformation
Topic 9:	Social Media & Employer Branding
Topic 10:	Impact of Work from Anywhere
Topic 11:	Managing Organizational Culture in Hybrid Work Mode: Challenges & Strategies



What you'll learn

Module 2: Strategic HRM

Topic 12:	Strategic Staffing & Resource Allocation
Topic 13:	Managing Remote Contractual Workforce
Topic 14:	Talent Management: Attraction, Retention & Development
Topic 15:	Aligning Business Strategy with Organizational Objectives (SHRM Frameworks)
Topic 16:	Change Management
Topic 17:	Building Learning Organizations
Topic 18:	Role of HR in Internationalization
Topic 19:	Role of HR in Successful Mergers, Acquisitions & Joint Ventures
Topic 20:	Corporate Governance



What you'll learn

Module 3: Understanding HR Metrics

Topic 21:	Framework for Problem Solving: Define Problem, Collect Data, Build the Model, Evaluate & Critique the Model, Present Results & Benefits, Deploy Model
Topic 22:	People Analytics: Basics
Topic 23:	Steps to Workforce Planning: Supply, Demand, Gap & Solution Analysis (Markov Chain, Scatter Plot & Trend Analysis)
Topic 24:	Strategic HR Metrics
Topic 25:	Employee Training & Development Analytics
Topic 26:	Talent Engagement Analytics
Topic 27:	HR Scorecards



What you'll learn

Module 4: Digitalization, AI and HRM

Topic 28:	Interpreting Data for Actionable Insights
Topic 29:	Behavioral Modeling & Predictive Analytics
Topic 30:	AI & HR
Topic 31:	GenAI & Its Applications in HR Strategy, Planning, Recruitment & Selection
Topic 32:	Developing Learning Experience Platforms
Topic 33:	Design Thinking for HR Professionals (Parts 1 & 2)

Module 5: Leadership Excellence & People Development

Topic 34:	Self-Leadership, Servant Leadership & Emotional Intelligence
Topic 35:	Building Leadership Through Uncertain Times: Leadership & Communication
Topic 36:	Conflict Management & Negotiation
Topic 37:	Strategic Leadership Competencies
Topic 38:	Performance Management & Appraisal for Next-Generation Employees
Topic 39:	Employee Counselling, Coaching & Mentoring for Leadership Development
Topic 40:	Reimagining Careers & Succession Planning

What you'll learn

Module 6:	**Strategy & Leadership for Senior HR Professionals**
Topic 41:	External Environment & Its Implications for HR & Leadership
Topic 42:	Innovation & Its Implications for the Organization: People, Structure & Culture
Topic 43:	Role of HR as a Business Growth Enabler
Topic 44:	Understanding the Business Landscape: Competitive Advantage, Supply & Demand, Value Chain & Product Positioning
Topic 45:	Role of Leadership in Start-Ups: Scaling Challenges & Aligning Internal Scaling with External Scaling
Module 7:	**DEI, Employee Wellness & Compensation Management**
Topic 46:	Future of Work: Post-Pandemic Perspectives
Topic 47:	Understanding & Managing Stress in the Workplace
Topic 48:	Mental Health & Well-Being
Topic 49:	Compensation Management, Including Rewards & Recognition
Topic 50:	Diversity: Relevance in the Present Time & Context
Topic 51:	Leading a Diverse Workforce

What you'll learn

Module 8: Labour Laws and Compliance

Topic 52: Labour Laws

Topic 53: HR Compliance

Topic 54: New Policies



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 reneges 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

Power BI | Excel | make | Dify

crewai | perplexity | JASP (A Fresh Way to Do Statistics) | ChatGPT

** 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
Axtria



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

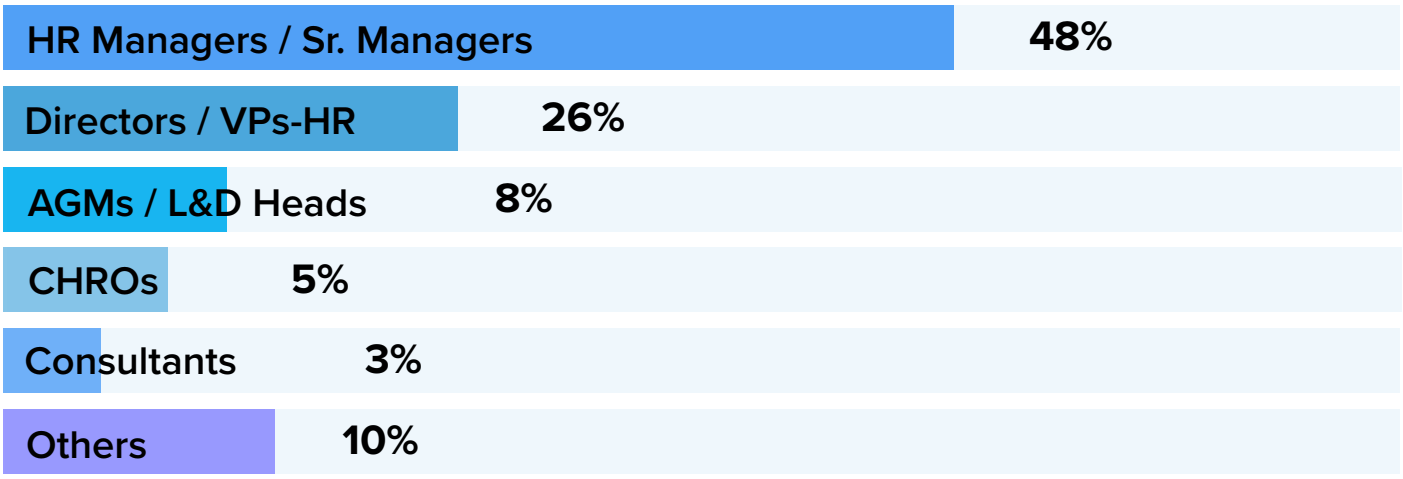
On successful completion of the **Executive Development Program in Strategic HR Leadership** candidates will be eligible for executive education alumni status at XLRI by paying one-time registration fee of INR 20,000 + GST (Optional). The benefits of the lifetime membership of alumni status include:

- 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

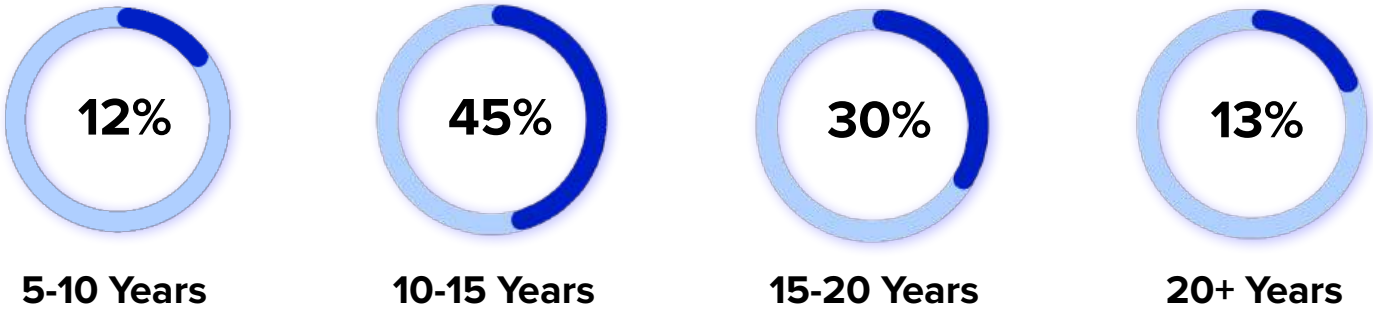


Past Participant Profile

JOB DESIGNATIONS



WORK EXPERIENCE



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

126+
Hours of Live Classes

8
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 *(Included in Program Fees)*

* ***Scholarships available upto INR 30,000***



Program Snapshot

START DATE	Tech Orientation: 20th December 2026 Batch Inauguration: 17th January 2027
TIMINGS	9 AM- 12 Noon 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 or Diploma Holders**
PROGRAM FEE	INR 2,40,000 + GST
APPLICATION FEE	INR 10,000 + GST *(Included in Program Fees)*
	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.*

** 70% Attendance is Mandatory to receive course completion certificate.*

** Participants will receive LMS access for 3 years from the batch start date.*

in association with

XLEAD
XLRI Leadership Education and Development

accredian
credentials that matter

admissions@accredian.com

www.accredian.com

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APPLY NOW






Shaping Tomorrow's Leaders






