



Certification Workshop in Strategic Talent Management & HR Business Partnering

Organised By:

Samsara Organisation Management Consulting - Guiding Organisations in 'Real World'

Samsara OMC is adept in designing and implementing Tailor-made Organisational Processes and Policies leveraging on 'Homegrown' strengths facilitating sustainable flourishing growth with minimal friction.

Offerings range from Cultural Transformation, Policy Designing & Implementation, Performance Management System, Succession Planning, Organisational Learning (Training & Development), Business & Strategic HR, Diversity & Inclusion practices, and Human Capital Profit Centre Management.

With over two decades of expertise and global exposure, leadership team is proficient in delivering astute solutions meticulously framed for attaining desired results with high spirits.

Facilitator's Profile:



Deep Mody (Consulting Partner)

Author | Blogger | Speaker | OD Practitioner

Awarded- **Most Talented Professional** by World HRD Congress

Doctoral (PhD) Researcher in Organisational Change at Ashridge Business School, London along with Masters - (MPOD) in Positive Organisation Development from CWRU, USA. An XLRI-te and a Mensan; thorough professional with almost two decades of praxis in various realms of Strategic Human Resource Management and Internal Communication. Also, a Change Leader with evolving dexterity into Appreciative Inquiry, Emotional Intelligence, and Positive Organisation Development.

Ex-President – Mumbai Chapter of **Mensa International**

Authored two books; **'just another STORY BOOK'** and **'being Emotionally Street-Smart'**.

Various blog articles at deepmody.blogspot.in | www.unconventionalgyan.com

Felicitated at various platforms like **NHRD, HRFI, L&D Global**, etc.

Scholastics:

- ☑ **Doctoral (PhD) Researcher** in **Organisational Change** at **Ashridge Business School**, London
- ☑ **Masters (Full-time degree)** in **Positive Organisation Development** from **Case Western Reserve University**, Cleveland, USA
- ☑ **Post-Graduation** in **Human Resource Management** from **Xavier Labor Relations Institute (XLRI)**, Xavier School of Management, Jamshedpur
- ☑ **Post-Graduation** in **International Human Rights** from **Indian Institute of Human Rights (IIHR)**, Delhi
- ☑ **Diploma in Labour Law** from **Bharti Vidyapeeth University**, Pune
- ☑ **Certification in POSH** – Prevention of Sexual Harassment of Women at Workplace Act from **IALM** (Indian Academy of Law & Management)
- ☑ **The Appreciative Inquiry Certificate** in **Positive Business and Societal Change** by **Dr. David Cooperrider** and **Dr. Ronald Fry** at **Weatherhead School of Management**, USA
- ☑ **The Certificate in Emotionally Intelligent Leadership and Executive Coaching** by **Dr. Richard Boyatzis** at **Weatherhead School of Management**, USA
- ☑ **International Student Exchange Program** in **Consulting in Groups and Organisations** at **Hasselt University**, Leuven, Belgium
- ☑ **Certification in Appreciative Inquiry** from **Xavier Labor Relations Institute (XLRI)**, Xavier School of Management, Jamshedpur

Workshop Specifics:

Certification Workshop in Performance Management System- PMS

The face of HR and Business Managers has drastically transformed from Personnel Management to Human Resources Management to Business HR to now aiming at Organisation Transformation Leaders.

Evolving expectation from HR & Business Managers is not of just a mere support function, but an active navigator guiding Organisational path to Sustainable Flourishing Growth.

The content is an ideal mix of Philosophy, Theory, and Practical tools for immediate implementation.



This workshop covers basic essentials to set up firm ground. Including but not limited to-

Organisations are nothing beyond people who make them. Managing Talent is one of the most crucial aspects for both surviving and flourishing of Organisations. Looking at employees from an overall well-being perspective, not just financially, but growth, sustainability, holistic approach facilitates creating an environment conducive for 'Talent' to thrive and in-turn help an Organisation Flourish.

Understanding Talent Management & HR Business Partnering-

Articulating understanding of Talent Management and understanding nuances that separate and merge it with other Human Resource Strategic functions. Expanding overview on what all encompasses the entire function.

Talent Management Process-

Exploring process of Talent Management and discussing best practices. Also, seeing through the limitations and challenges for implementing the best-fit process for unique organisation need and culture.

HR Business Partnering approach-

Shifting Human Resource Department function from a mere support function to active contributor and Business enhancer has been consistent demand from dynamic Business environment. Capturing the required skillset to leverage on Human Capital Management strategies are essential basics.

Strategic Human Resource Management-

Planning and executing HR Operational processes in alignment with Business Goals. Focusing on each aspect from Talent Acquisition to Talent Performance right to Talent Development and Talent Transition with meticulously created approach synchronized with Organisation culture builds sustainable resilience.

Case Studies-

Studying some prominent industry examples and grasping essence on practical ways of meeting realistic challenges. Learning from experts and their astute planning with dynamic changes in environment.

Personalised Strategic Formation-

Discuss at length each participant Organisation challenges and co-create strategic approaches formulating action plan with realistic deadlines for immediate implementation.

Who should Attend?

- ☑ For HR & Business Managers, Corporate Planning Staff, Quality Experts, Internal Change Agents, Project Leads, Senior Management Professionals, and Line Managers interested in becoming Change Leaders.
- ☑ Participants working in managing projects, HR professionals, leading businesses, other participants working in the higher middle management to senior management. Professionals who are expected to deal with an upcoming organisational change.
- ☑ The program is designed for upper-middle through senior-level managers who are now, or will be, deeply involved in the development of strategy at the corporate, business or functional level in their organizations.
- ☑ This program is appropriate for managers working in MNCs or family businesses, and SME entrepreneurs aspiring to establish their footprints in global markets.

Pedagogy:

- 4 days 2 hrs each on Digital Pedagogy
- 2 days of Classroom Workshops

(Schedule is available on website <http://samsaraomc.com/tmhrbp.php>)

Payment Method:

Fees can be processed along with registration by using any payment app at samsara@dbz (UPI ID)

Registration:

[Click here](#) for registration or copy paste this URL in your browser - <https://forms.gle/N7HDyKkA391wM8na9>

For any queries feel free to reach us at **+91-7709457666**