



**Centre for Organization Development**  
Consulting • Training • Research

*presents*

# **Program on Strategic Human Resource Management**



COD campus  
Hyderabad



August 7-11, 2023

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*Program Director*  
**Anuradha Rao**

Organizations, which believe that Human Resource Management is most crucial, have built their competitive capabilities by aligning Human Resource Management with the Corporate Strategies. Gearing up to the emerging opportunities and staying in a competitive business environment requires more responsive and innovative approaches to Human Resource Management. Strategic Human Resource Management merged from the parent discipline of Human Resource Management with the aim of optimizing organization objectives. It emphasizes the strategic importance of formulating HR objectives, strategies and policies with a view to developing the skills and abilities for the achievement of competitive advantage.

## Objective

The ultimate aim of the Program is to enhance the understanding of aligning Human Resource Processes and integrate them with other business processes.

## Content

- ❑ Aligning HR Processes with Changing Business Environment.
- ❑ Human Resource Planning with Emphasis on Training & Development.
- ❑ Performance Management
- ❑ Competency Management
- ❑ Strategic Leadership
- ❑ Mentoring and Coaching
- ❑ Management of Change
- ❑ Managing Differences
- ❑ Building Competitive Capability on Employee Relations
- ❑ Cases in Managing people
- ❑ Strategic Action Plan



If we want to create workplaces where truly everyone belongs, we must start at the top.

- JOHNNY C. TAYLOR

## Who should Attend

Senior and middle-level executives connected with the responsibility of Managing Human Resources, including those dealing with HRD, Employee Appraisal, Manpower Planning, Employee Relations, etc. Owner managers and Entrepreneurs will also find this Program useful in formulating their HR Strategies.

## Methodology

The programme will use a learner-centric approach and a rich blend of multiple experiential processes such as group discussions, case method, exercises, lectures, and etc. The participants will be provided opportunities to develop strategic action plan documents.

## Duration

The Program starts at 9.30 AM on 7th August, and concludes on 11<sup>th</sup> August 2023 at 5.15 PM. The participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the program or in the morning of the following day.

## Venue

The program will be held at the Centre for Organization Development, Madhapur, Hyderabad. It is fully residential and the participants will be accommodated in single air-conditioned rooms at its campus.



## Program Fee

The program fee is Rs.42,000/- + GST. The fee includes tuition, board and lodging, courseware and other facilities of the Centre like internet usage, well equipped gym etc. Local participants, not availing hostel accommodation, will be given a discount of Rs. 1,000/- per day for the duration of the program.

## Last Date for Nominations

Friday, August 4, 2023

## Certificate of Participation

The Centre issues a Certificate of Participation on conclusion of the Program.

## COD Alumni Association

Participants of the Program will become members of COD Alumni Association.

**Dr. Anuradha Rao**

Dr. Anuradha Rao, Professor in HR and OB & OD, Centre for Organization Development, has over 27 years of experience in the area of Human Resources. She has held several leadership positions in the corporate world with organizations like GE Capital International Services, IBM, Mphasis, Genpact and Deutsche Bank.

She held positions of Operations training leader at GE Capital International Services for Hyderabad and training lead for IBM BTO Operations. AS Director, Human Resources at Mphasis, she was responsible for HR function for its International and Domestic biz. She was the training leader for Genpact China and travelled to Dalian where she was involved in the transition and customization of the L & D Curriculum for the region. She also served as the interim HRD. She was Project Manager for the NIIT – Genpact JV (Joint Venture) at Genpact India and later she managed the B2B biz. Her role in Deutsche Bank was that of Global Talent & Development lead for DBOI (Deutsche Bank Operations International) where she was responsible for Leadership Development, Talent Management and Talent Development.

Anuradha has a Doctorate (PhD) in English Literature from the Central Institute of English and Foreign Languages, a Diploma in Journalism and has been trained on Methods and Methodologies of Learning and Content Development. She is also accredited on implementation of the Psychometric tools – MBTI and DISC and is a certified facilitator on the 'Performance Leadership Program' and '7 Habits of Highly Effective People' – programs conducted by the Franklin Covey Group. Her certifications also include Master Practitioner of Neurolinguistic Programming by the National Federation of Neurolinguistic Programming, Florida and as a Certified Coach by Neuro Leadership Group, an organisation founded by David Rock, CEO.

**CONTACT**

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## Program on **Strategic Human Resource Management** (August 7-11, 2023)

### **Nomination Details**

Name of the Organization: \_\_\_\_\_

Name of the Sponsoring Authority: \_\_\_\_\_

Address: \_\_\_\_\_

Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Nominee's Details:

S. No.	Name of the Participant	Age	Designation	Mobile & Email ID

### **REGISTRATION FEE PER NOMINATION**

Rs.42,000/- plus 18% GST for residential participant ☐

Rs.37,000/- plus 18% GST for non-residential participant ☐

Group participation (3 or more) and member organizations of COD will get 10% off on the course fee.

The payment of fee may be made either by electronic transfer or crossed cheque/DD in favour of 'Centre for Organization Development' payable at Hyderabad.

Signature: .....

For Registrations, please contact  
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