



Centre for Organization Development
Consulting • Training • Research

presents

Program on Strategic Human Resource Management



COD campus
Hyderabad



August 5-9, 2024

Program Director
Anuradha Rao

Focus

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 program 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 5th August, and concludes on 9th August 2024 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.40,000/- + 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, July 5, 2024

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 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 organization founded by David Rock, CEO.

About COD

Established in 1980, with the sole objective of disseminating knowledge in organization development and change management. The Centre for Organization Development (COD), is a not-for-profit management consulting, training and research organization, set up with the active involvement of public and private sector participation. COD over a period of four decades consulted over 500 Business Organizations.

COD does Consulting, Training and Research across the following four verticals of practice:

Service Offerings:

- Enterprise Growth & Scalability
- Leadership Development
- Change Management & Transformation
- Strategic Human Capital Management

CONTACT

Mr. Murthy Vadapalli
+91 934 700 3017 |
798 910 6094

programs@codhyd.com
codhpo@codhyd.com

Program on **Strategic Human Resource Management** (August 5-9, 2024)

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.40,000/- plus 18% GST for residential participant

Rs.35,000/- 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: