

PEOPLE MATTERS FUTURE READY HR WORKSHOP

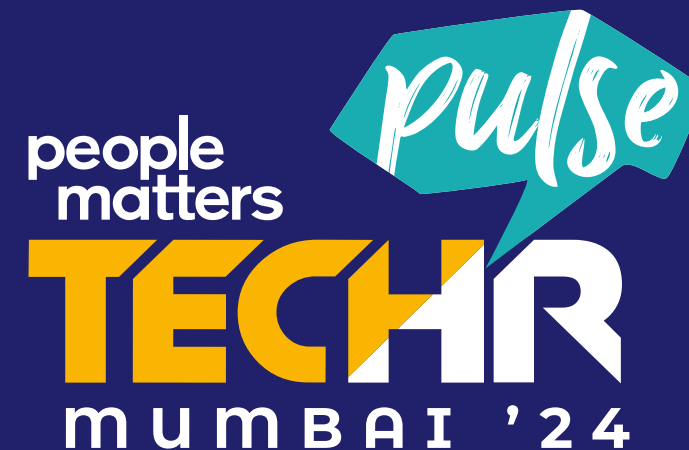
TRANSFORMING TODAY FOR THE
HR OF TOMORROW

@ TECHHR PULSE MUMBAI

WORKSHOP BY

BRIAN SOMMER

FOUNDER & PRESIDENT, TECHVENTIVE
AWARD-WINNING WRITER &
TECHNOLOGY INDUSTRY ANALYST



14TH MARCH 2024
GRAND HYATT, MUMBAI INDIA



About The Workshop

REVITALISING TRANSFORMATION: KEY RELEVANT INITIATIVES AND ENABLERS

Wanting to do something and taking action on it are two different things. You might want to implement all the new HR innovations (eg. AI-powered applications), processes, and concepts to transform your organisation, but you'll likely get tripped up if you don't have a thoughtfully considered strategy, plan, and vision. To master executive committee interactions and learn the practical methods to bring to fruition the new capabilities and outcomes that your HR and organisation deserve, join Brian Sommer and get real change done!



ABOUT THE EXPERT

**Brian
Sommer**

Founder & President
TechVentive

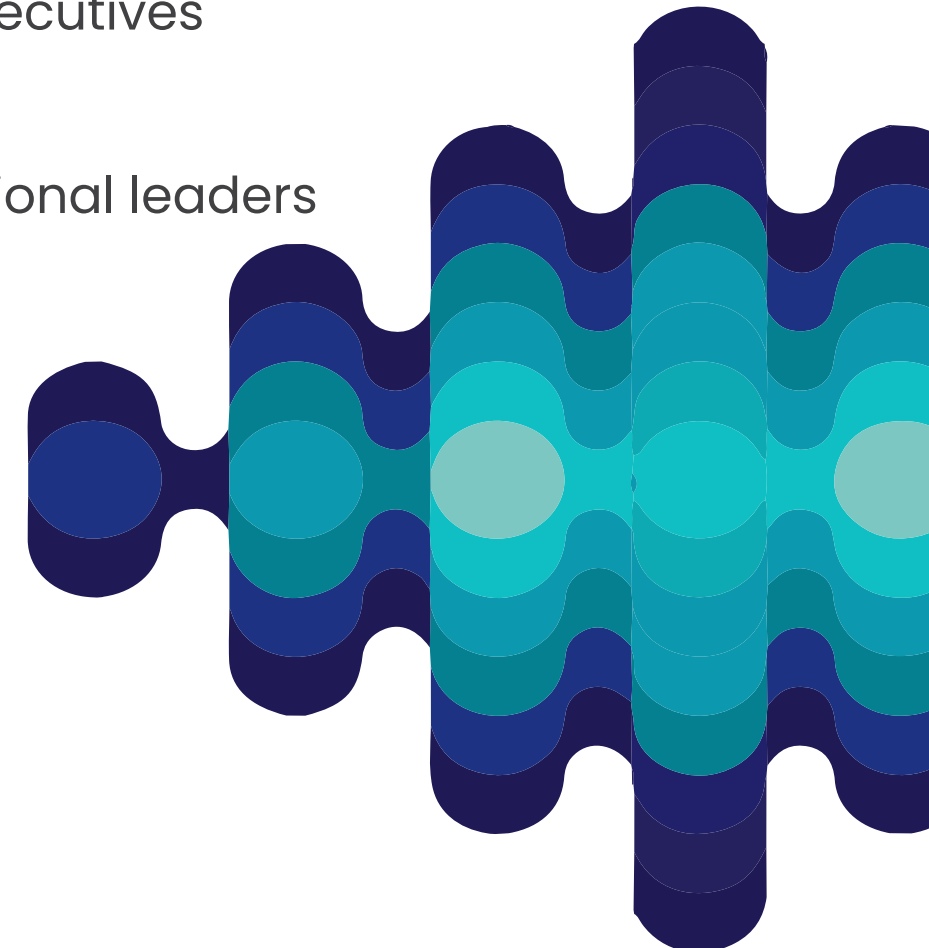
For over 30 years, Brian has been advising the world's largest firms on strategy, change, process, and technology initiatives. Brian assisted over 100 of the Fortune 500 on financial software selections and continues to advise a wide array of high-technology firms globally. Brian was a senior partner at Accenture with leadership roles in their Software Intelligence, Human Capital, and Finance & Performance Management groups. Brian served as a member of the IHRIM Advisory Board for several years. He was also a guest editor for this publication and continues to contribute to other IHRIM publications like Workforce Management magazine. Brian was also part of the editorial advisory board for The Review of Accounting Information Systems.



What to Expect?

Your takeaway

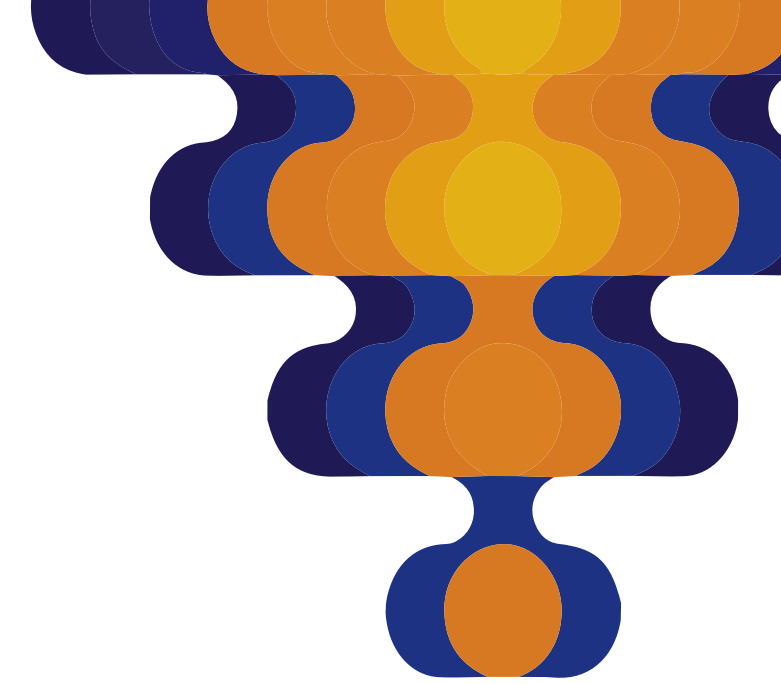
- Gain deeper insight into the profound shifts impacting HR and the enterprise
- Sharpen your readiness for discussing effective HR change strategies with executives
- Practical guidance for interactions with the Executive Committee and operational leaders
- Streamlined approach for assessing HR and HR-IT strategies



The Hands-On Experience

Module 1

Looking at the universe of current HR challenges & prioritising your most immediate concerns



OVERVIEW

This module is designed to elevate the strategic value of Human Resources within the organisation. We will delve into the current strategic positioning of HR and employ targeted methods to sharpen its focus on achieving business objectives.

ACTIVITY

Participants will engage in focused activities, including worksheets, aimed at determining the immediate priorities for HR. Whether it involves formulating a new strategy, adopting a novel delivery model, or integrating emerging capabilities such as Artificial Intelligence (AI), the goal is to identify and prioritise initiatives that will propel HR into a more strategic role.

EXPECTED OUTCOMES

The primary objective is to provide HR leaders with strategic clarity. By the end of the session, participants will have a well-defined roadmap to guide HR initiatives, ensuring they are closely aligned with the organisation's broader strategic goals. This clarity will empower HR to make impactful contributions to overall business success.



Module 2

Defining the As-Is state for HR, HR-IT and the enterprise

OVERVIEW

This module is strategically designed to align HR initiatives with executive priorities. A moderated discussion will initiate the proceedings, setting the stage for a comprehensive evaluation of HR's current state and the necessary actions required for immediate impact. A moderated discussion will kick off the session, providing a structured platform for participants to share insights on HR's current state within the organisation.

ACTIVITY

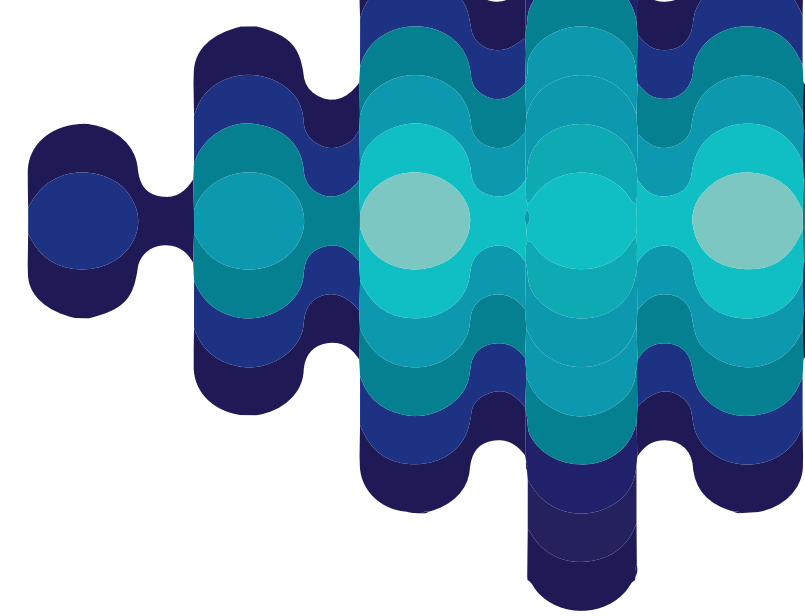
Attendees will engage in a dynamic activity that involves completing checklists tailored to their organisational context. These checklists will serve as a comprehensive guide, prompting participants to evaluate and document critical aspects of HR's current status. Additionally, participants will craft an agenda outlining the topics they intend to share further, accompanied by the types of supporting documentation required for a fruitful discussion.

EXPECTED OUTCOMES

The ultimate goal is to provide clarity on HR's current state and pinpoint areas demanding immediate attention. Through the structured activities and discussions, participants will gain insights into where strategic actions are needed urgently. The crafted agenda and supporting documentation will empower HR leaders to effectively communicate their initiatives to the Executive Committee, fostering alignment between HR objectives and executive priorities.

Module 3

Defining the To-Be or Art of the Possible for HR, HR-IT and the enterprise



OVERVIEW

This module is strategically crafted to empower HR leaders to envision and shape the future trajectory of Human Resources within the organisation. A moderated discussion will initiate the session, followed by a structured activity involving checklists and group discussions to catalyse the development of a forward-looking HR vision and position HR as a more strategic partner within the firm.

ACTIVITY

Building on the insights gained from the discussion and checklists, attendees will actively craft their HR vision. Participants will also be tasked with developing an agenda for sharing this vision with the Executive Committee, along with outlining the supporting documentation needed for effective communication. In addition, attendees will document specific actions to enhance awareness among HR team members regarding new technologically enabled capabilities and associated risks/opportunities. This proactive approach ensures that the HR team is well-prepared to navigate the evolving landscape.

EXPECTED OUTCOMES

The aim is to provide clarity around HR's future value by guiding participants through a structured process of envisioning and planning. The crafted HR vision, along with documented actions and communication strategies, will position HR as a strategic partner equipped to leverage emerging opportunities and navigate challenges in the evolving business landscape.

Module 4

Anticipating and Mastering the Refinement Phase Of The Transformation

OVERVIEW

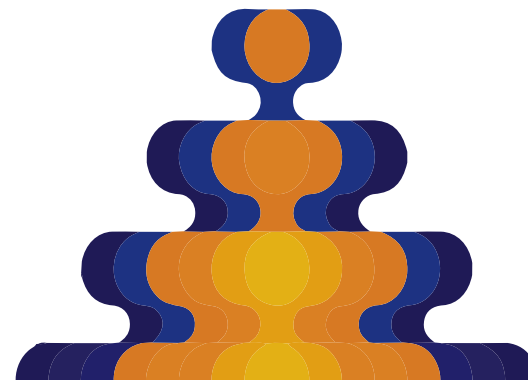
This module is strategically structured to facilitate a realistic assessment of HR's goals and capabilities in alignment with the Executive Committee's support. A moderated discussion will initiate the session, paving the way for attendees to engage in a comprehensive exploration of potential challenges and opportunities. Subsequent activities involve checklists, group discussions, and a realistic evaluation of HR's internal capacities. To develop a pragmatic game plan, HR must align its objectives with the level of support expected from the Executive Committee.

ACTIVITY

Participants will actively engage in a group discussion/discovery session to assess the extent of Executive Committee support for HR initiatives. Simultaneously, HR leaders will conduct a realistic evaluation of their team, addressing critical considerations such as the availability of necessary skills (e.g., bias removal in AI datasets) and the potential impact of proposed changes on an already burdened HR organisation.

EXPECTED OUTCOMES

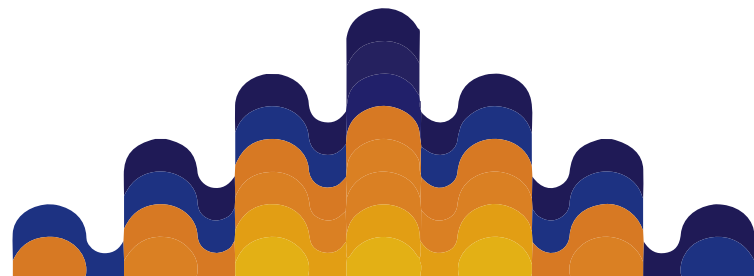
The primary objective is to develop a more realistic game plan for HR by aligning aspirations with practical considerations. Through candid discussions, checklists, and internal assessments, participants will gain insights into the feasibility of their proposed initiatives. The outcome will be a well-informed strategy that acknowledges potential challenges, leverages existing strengths, and ensures that HR is equipped to navigate the complexities of its evolving role within the organisation.



Who Can Attend

Business & HR Leaders looking to unlearn and relearn ways to solve people's challenges and tap into new ways to work, collaborate and drive business impact.

-  **CHRO**
-  **HEAD HR**
-  **DIRECTOR - HR**
-  **VICE PRESIDENT - HR**
-  **HR FUNCTIONAL HEADS**
-  **MID-LEVEL HR LEADERS
(AVP HR, GM HR)**

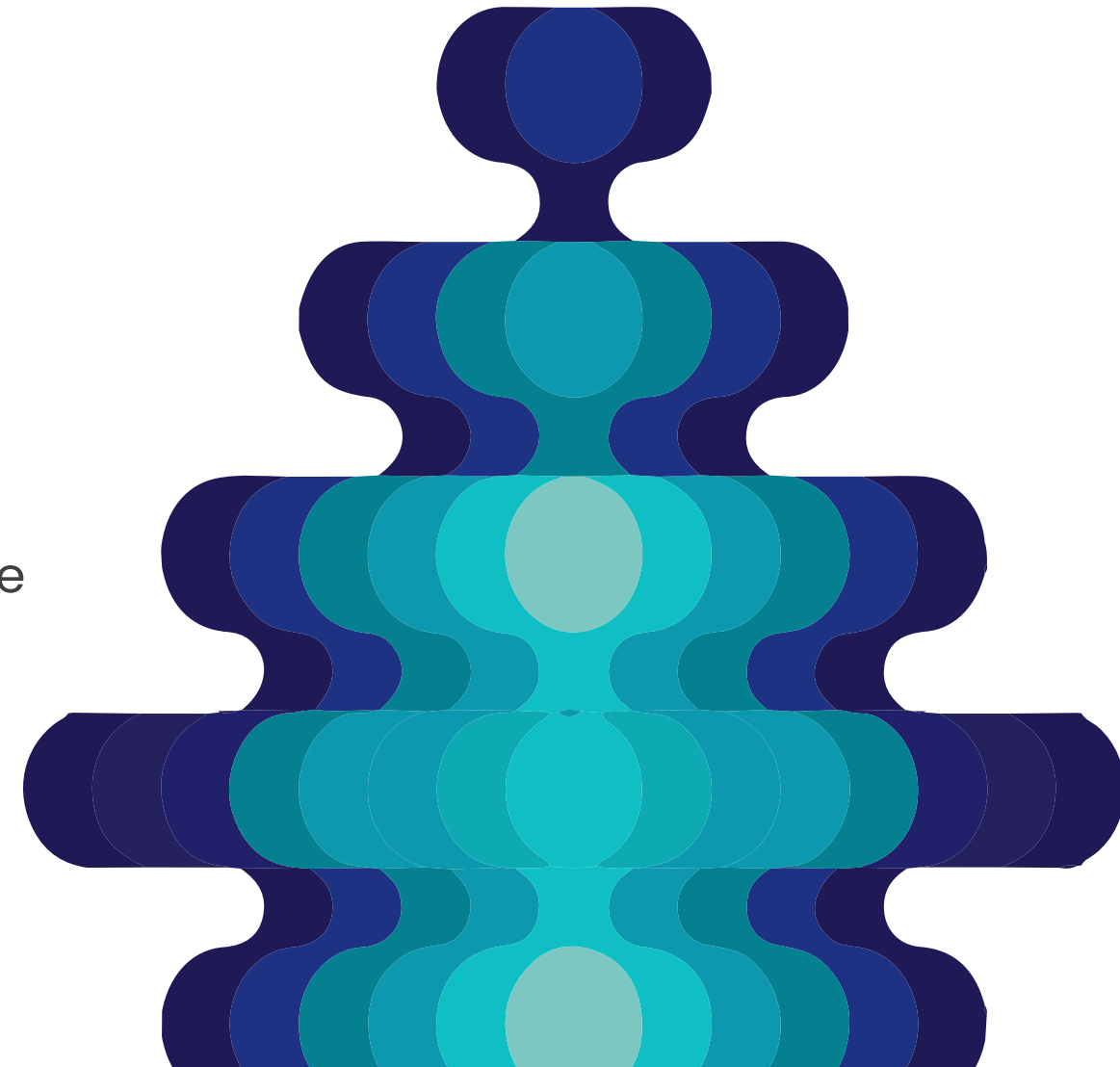


Why People Matters Workshop

To provide People & work leaders with an immersive and advanced learning experience through People Matters exclusive Masterclasses brought to you by Business Product, enabling them to acquire in-depth knowledge, refine skills, and stay ahead in dynamic business landscapes.

Vision

This workshop is designed to empower individuals and teams to embrace and enact positive change by unwinding the essence of transformation efforts, fostering collaboration, and instilling a collective commitment to bring these transformative endeavours to fruition.





**Tomorrow's HR Today:
Future-Ready Workshop
Unlocking Your HR Potential
for the Future Journey**

What's in it for you?

Are you ready to elevate your skills, ignite your passion, and achieve unparalleled success in your field? The People Matters Future Ready workshop offers an exclusive opportunity to:

EXPERT-LED LEARNING

Immerse yourself in a masterclass curated by global industry experts, providing insider insights and real-world strategies that addresses contemporary challenges and equip you with practical tools for success.

SKILL ENHANCEMENT

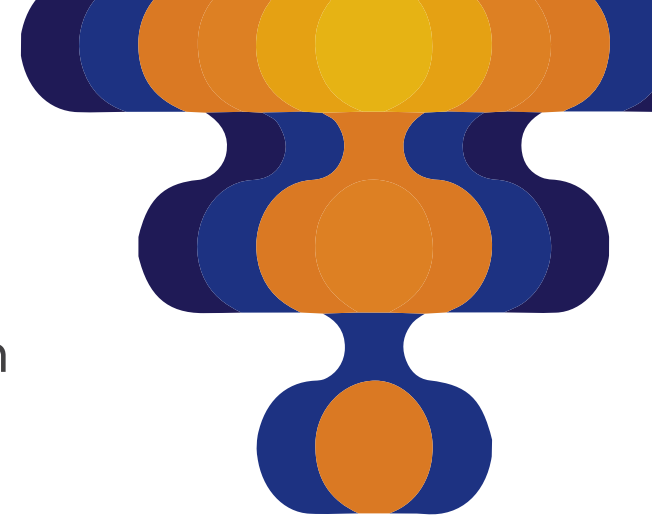
Develop practical skills and capabilities essential for leading successful HR transformations, and enhancing your effectiveness as an HR professional.

STRATEGIC INSIGHTS

Gain in-depth knowledge of the latest trends and strategies in different facets of HR to align your organization with industry best practices.

GLOBAL PERSPECTIVE

Gain insights from global case studies and best practices, allowing you to incorporate diverse perspectives into your HR transformation initiatives.



NETWORKING OPPORTUNITY

Connect with industry experts, peers, and thought leaders, fostering valuable relationships that can provide ongoing support, and collaboration to build a robust network that extends beyond the masterclass.

CERTIFICATION OF EXCELLENCE

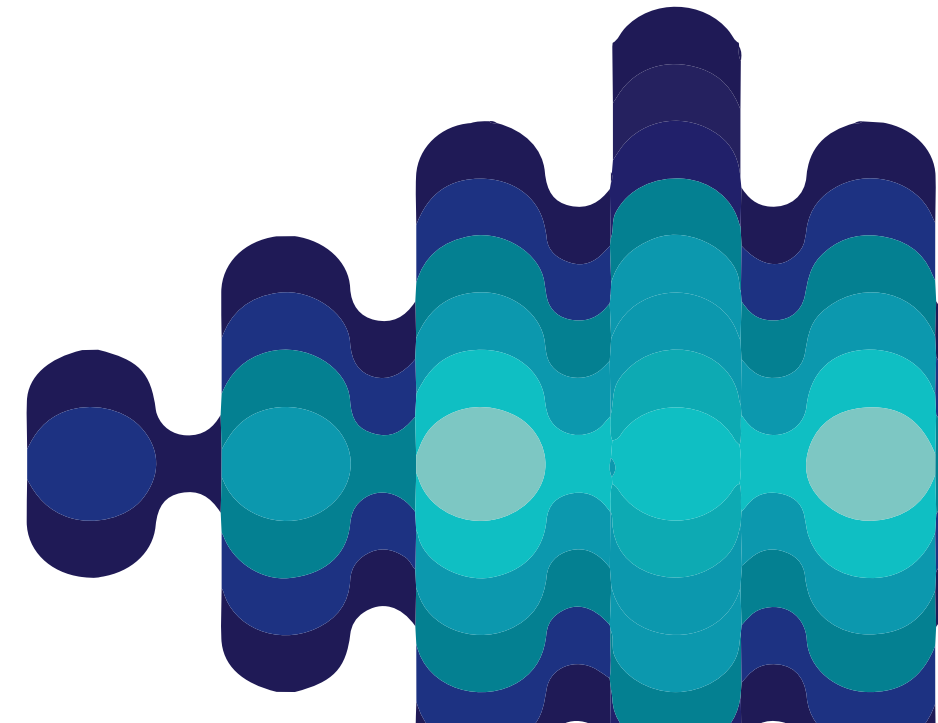
Receive a prestigious certification upon completion, validating your expertise and setting you apart in your professional journey.

INTERACTIVE LEARNING

Engage in hands-on, interactive learning experiences that facilitate practical application of concepts and strategies ensuring an immersive learning experience.

EXCLUSIVE RESOURCES

Gain access to exclusive resources, toolkits, and case studies, providing you with an invaluable reference for ongoing success.



How Does it work?

01.

All programs are centered around impact areas that matter to the business, structured to be relevant, contemporary, and current to our times while outlining the path to achieving your goals.

03.

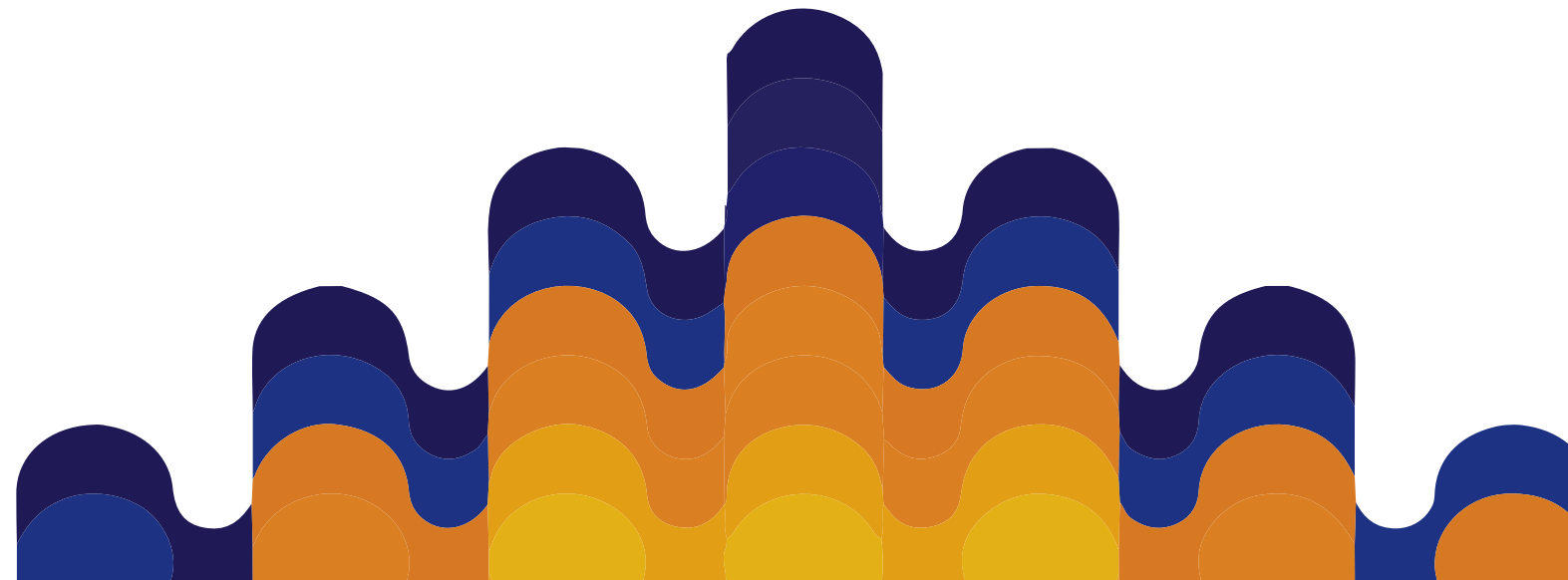
Our content helps you and your team see the future with a fresh perspective, and learn from our experts, your peers, and the community to co-create solutions for a new world of work.

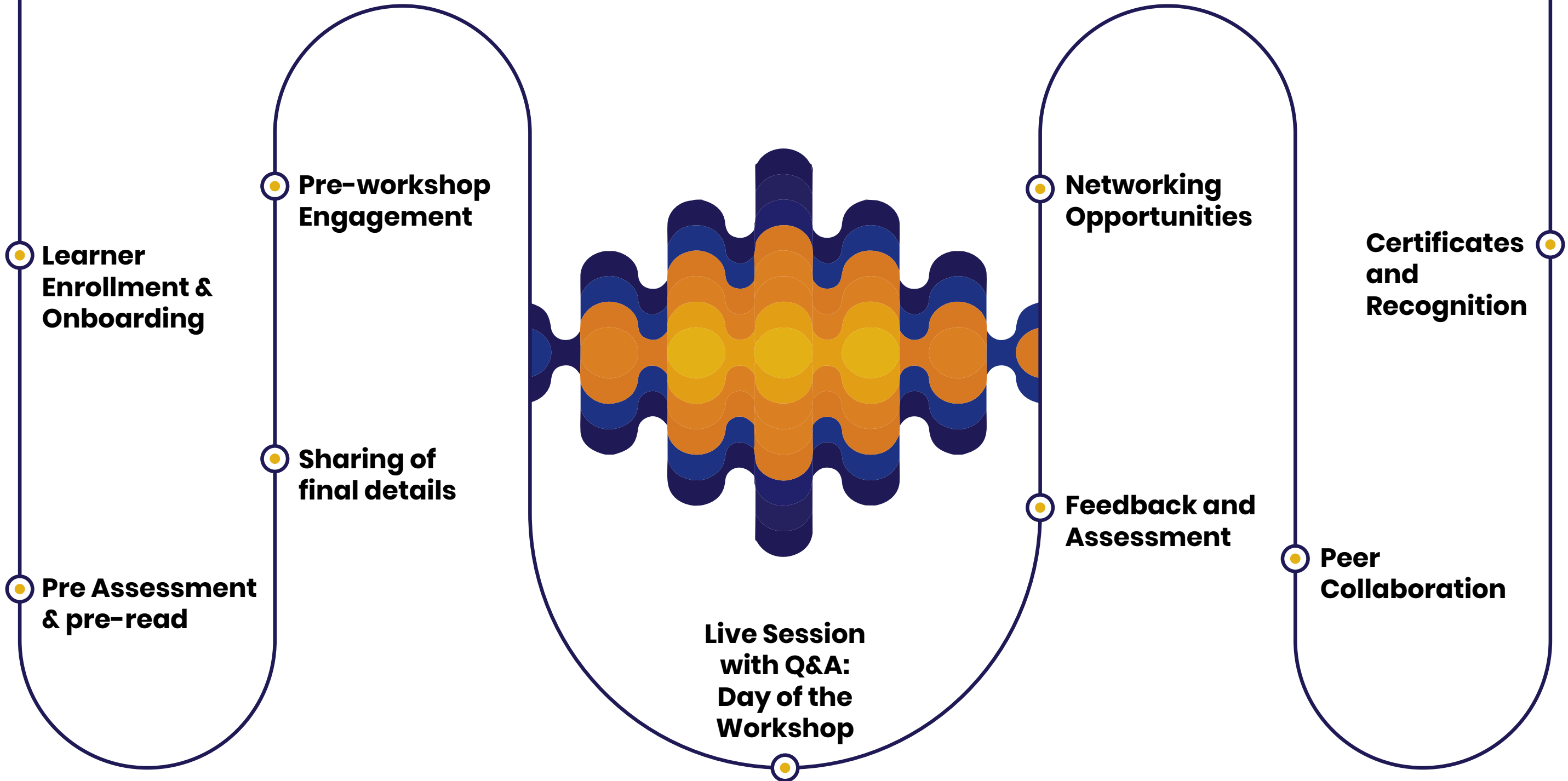
02.

The content gives you access to new frameworks to solve challenges and tap into opportunities through a facilitator-led, hands-on, intense, and impact-driven learning journey.

04.

Reframe your mindset and re-imagine what's possible.



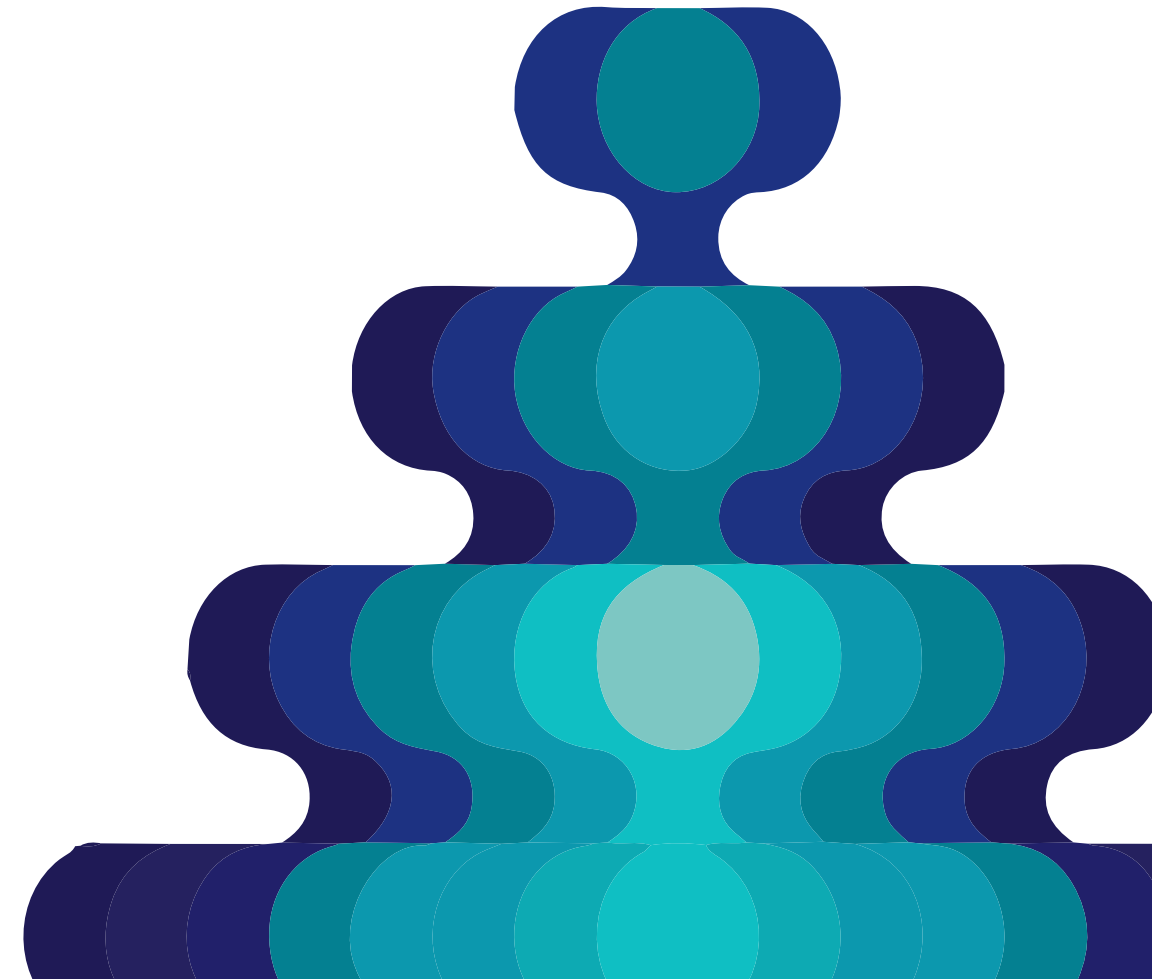


Don't miss out on this transformative opportunity to advance your career, amplify your impact, and become a leader in the HR industry.

Enroll in the People Matters workshop today and chart your course to unparalleled success.

Pricing details:

- **Workshop Only : INR 15000 plus GST**
- **Conference plus Workshop : INR 31250 plus GST (Saving of INR 5000)**





Enroll in the groundbreaking People Matters Future-Ready Workshop
to discover the Strategies for Achieving HR Success in the Evolving Business Landscape.