



Strategic HR Business Partner CERTIFICATION

By **Marching Sheep**
in Partnership with **FICCI**

Starting 19th May 2023

Every Friday | 4 to 8 pm

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AN OVERVIEW

Are you ready to work as a strategic, high-impact HR partner to your business and improve employee experience for people in the current times? Are you ready to increase your credibility through your business and financial acumen and enhance collaboration with your stakeholders?

Our Strategic HRBP Certification Program is exclusively designed to fit the needs of today and tomorrow. It focuses on all the critical aspects of the journey towards being a successful Strategic HRBP from business understanding, HR expertise to key behavioral competencies.



HOW IT WORKS

PERFECT FIT FOR

- HRBPs
- HR Generalists
- CoE Managers
- OD Managers
- Talent Management Practitioners
- Line Managers aspiring to transition into HR

Instructor led, 100% online over Zoom



20 hours spread over 5 weeks



Bite Sized Action Learning modules



INR 18,000 plus GST per participant



HOW IT WORKS

With the right blend of theory and application, this certification course has been meticulously structured to help HR Professionals acquire the right business partnering competencies and prepare them to contribute strategically in meeting the unique demands of the evolving working environment. The course has been divided into 5 modules of interactive learning, equipped with the tools and processes for an immersive experience.

The program has been developed after extensive research, engagement with industry leaders and understanding requirements across industries. This program, therefore comprehensively addresses and covers all aspects of an SHRBP's role.

LEARNING JOURNEY

Participants will receive pre-reads which will be referred to during the course of the program.

Before each module - Participants will receive real-life case studies that will be used for reflection, debreathing, and learning policies.

At the end of the program, before the assessment, participants will receive an e-book with all models and learning outcomes.

Module 1

Role of Strategic HR Business Partner for today & tomorrow

Date : 19th May 2023



Module 2

Prepare your Organization for the Evolving Workplace

Date : 26th May 2023

Module 3

Competencies & Skills to meet the need of the New Marketplace

Date : 2nd June 2023

Module 4

Strategic Positioning of Organization as an Employer of Choice

Date : 9th June 2023

Module 5

Develop your own Strategic Business Plan - Assessment and Certification

Date : 16th June 2023

Module 1

Role of Strategic HR Business Partner for today and tomorrow

- Understand different industries nuances and evolution pre and post pandemic: impact on the role of HR
- Understanding the role of Strategic HR Business Partner
- Partnering with the Business - Build trust, influence, advice to get buy in
- Defining priorities of HR now and going forward
- Understanding and developing business and financial acumen



Module 2

Prepare your Organization for the Evolving Workplace

- Models for aligning HR Strategy to the Business
• Strategy to develop measurable outcomes
- Revisiting policies and processes to meet the needs of evolving employee expectations
- Reimagining organization landscape dealing with great resignation, employee experience, and talent management
- Designing ROI driven HR Plans

Module 3

Competencies & Skills to meet the need of the New Marketplace

- Be an internal consultant - Understand to diagnose needs & designing solutions for business impact
- Be a Strategic Advisor – Ability to guide and impact key decisions, collaborate and align stakeholders
- Be a Change Champion - Facilitating change, develop change management capability in the organization



Module 4

Strategic Positioning of the Organization as an Employer of Choice

- Employee Experience – Strengthen employee life cycle processes and psychological safety
- Cohesive People Management Approach - Effective strategies across employee life cycle processes :
 1. Talent Supply & Mapping
 2. Performance Management
 3. Employee Experience
 4. Capability building
 5. Total Rewards



Module 5

Develop your own Strategic Business Plan

- Application of learnings and concepts
- Creation of a strategic business plan & present to panelists
- Key Takeaways
- Virtual Certification Ceremony
- Feedback session



WHAT MAKES US DIFFERENT

The certification is based on proprietary research and rich practical experience to cover the breadth and depth of Strategic HR and Business Partnering.

The content is new, relevant and designed keeping in mind the challenges of the evolving work environment, preparing HR professionals to contribute strategically and be future ready.

The course modules are filled with virtual activities making it highly interactive and experiential.

The credibility of the program is further substantiated by the training and consulting credentials of FICCI Quality Forum which is in this space for more than 2 decades serving Indian and global clients.

FACILITATOR PROFILE



Sonica Aron, Founder & Managing Partner, Marching Sheep



Sonica Aron, is the most respected and sought after facilitator and trainer not just in India but globally today. Seen as a thought leader and trusted advisor, her opinions and work are frequently published in leading publications like TOI, HT, Hindu, Live Mint, Statemen, Pioneer, Business World etc.

An alumnus of XLRI, Jamshedpur, a certified Coach, certified in psychometric instruments, she has a unique style of facilitation wherein she engages with her audience and draws out deep reflections and participation. She has over 20 years of experience at leadership roles in companies like Philips, AkzoNobel, Roche Diagnostics, Vodafone and Pepsi. She started Marching Sheep in 2013 with a vision of delivering interventions that truly move the needle.

She has engaged with several organizations and has helped build long term capability, diversity and leadership strategy. She has helped client organizations systemically achieve desirable behavioral outcome by streamlining relevant people management processes and delivering bespoke training programs. Diversity interventions are her forte. Women @work and Unleash, the two programs focusing on life stage transition and gender bias have been very well received by the industry. She frequently speaks at forums like FICCI, Transformance, UBS conferences. She is considered a thought leader in progressive HR practices and She has been listed among the top 10 women entrepreneurs in 2020 by Forbes India, Among India's Most Valued Leaders by Forbes India 2021, among Inspirational Leadership Icons by Fortune India, among the top 100 digital influencers by YourStory, as the Women Entrepreneur of the year at the 62nd National Summit on Atma Nirbhar Bharat: Vision of New India 2022, organized by Indian Achievers Forum, among India's Dynamic Achievers 2022 by Business World and Most Trusted HR consulting firm by Business Connect in 2023.



Mritunjay Kumar, Head, FICCI Quality Forum

Mr. Mritunjay Kumar is leading Quality Forum, the specialized division for training and consultancy of FICCI offering wide range of services to provide competitive edge to Indian Industry. He has over 20 years' of experience in diverse functions including Process and Business Excellence, Productivity improvement, Quality and Management Systems advisory, SMEs Transformation, Project Management, Risk Management, Conformity Assessment, Training and Development, Stakeholder Management, Circular Economy, and Policy Advocacy.

Under his leadership, FQF has established itself as division focused on adding value to industry in the domain of Process, People and Sustainability through work in thought leadership space, capacity building programs, advisory and research services. He established the HR and Circular Economy desk for industry at FICCI from scratch and working in close coordination with leaders in HR and sustainability to strengthen the ecosystem of the country. He was also instrumental in establishing relationship with various international organizations like ILO, UNIDO, ITC, UNCTAD, National Standards Bureaus of various countries in Africa and Asia for various training and consulting opportunities.



He started his career with IT education industry and subsequently moved to management consultancy and training. During his career with education industry he worked closely with central and state govts on various programs. Prior to joining FICCI, he worked with Tata Consultancy Services (TCS) for 5 years in various capacity and handled management and process consulting assignments including award winning assignment for bringing excellence in service delivery for Govt of India named "Sevottam"(Hindi for Service Excellence).

He is member of Technical and Advisory Committees of Bureau of Indian Standards (BIS) and representing FICCI in National Accreditation Board for Certification Bodies (NABCB), National Board of Quality Promotion (NBQP) and National Accreditation Board for Laboratories (NABL) of Quality Council of India for all quality infrastructure related issues. He holds an MBA (IT and Management) from AIMA, New Delhi.

Nandita Krishan, Consultant, Marching Sheep



Dr. Nandita Krishan is part of the leadership team of Marching Sheep. A post graduate from Symbiosis, Pune, a certified NLP Practitioner, a Podcaster and Influencer, Nandita has worked across geographies and industries like Software, Banking and Financial Services, Health and Wellness, with companies like ABC Consultants, HDFC, Snap Fitness and XIPHIAS. She was heading HR for XIPHIAS, for software and immigration, in India and UAE in 2019 before she joined Marching Sheep in 2020. Nandita is a Subject Matter Expert in progressive HR Policies and Practices. She has a strong understanding of HR Legislatures across several countries and regions and key HR verticals like Compliances, Strategic Planning, Policy formulation, Employee Engagement, People Management, and the entire employee lifecycle management.

Nandita heads the Organization Development Consulting, Facilitation and Client Engagement in Marching Sheep. A Diversity and Inclusion expert, she conducts awareness sessions on Bias, Allyship and other Inclusion Strategies for Corporates. She facilitates sessions around Managerial and Leadership Development, preparing leaders to lead high performance teams. She is a frequent speaker or a panelist at various universities like Amity University and Delhi University. For her recent engagement with The Ministry of External Affairs, Government of India, Nandita has been accorded with an Honorary Doctorate for her contribution as an Industry Expert on Essential Leadership Skills in Digital Era.



Kunal S, Consultant, Marching Sheep



Kunal has over a decade of diverse experience across pharma, e-commerce, NBFC, engineering, agro-vet industries. He has worked with organizations such as Novartis, ACG Worldwide, Liberty General Insurance, Intas Pharma and IB Group to name a few. He holds a B. Pharma degree from Bombay College of Pharmacy and is a graduate of prestigious Organizational Development Certification Program (ODCP) offered by ISABS. He is also an ICF trained coach and has coached several senior leadership and emerging talent from various organizations. He has proven expertise in designing and delivering bespoke learning and OD interventions in space of behavioural competencies, competency framework, culture, vision, mission, values, emotional intelligence. Being an applied behavioural science professional, he is skilled at using 'self' as an instrument to bring to the surface the group dynamics and covert and unconscious human processes that impact the business. He also contributes to social sector through his engagements with people having intersectional identities and with NGOs, not-for-profit organizations in capacity of a peer support, a coach and a consultant.

ABOUT MARCHING SHEEP



Marching sheep, an HR consulting firm established in 2013, is focused on building long-term organizational capability and effectiveness for its clients through structured interventions and solutions in the areas of Diversity and Inclusion, HR Process Design and Implementation, Learning and Leadership Development and Talent Management. We work closely with clients to arrive at customized and effective HR interventions that support their strategy in the current lifecycle stage, as well as support them in realization of long-term business plans.

Marching Sheep has been founded by Sonica Aron, an experienced and passionate HR professional, Leadership Coach & Diversity champion. A Post Graduate in Human Resources from XLRI, Jamshedpur, her corporate work experience spans across multiple industries and locations. Some of the companies she has worked with include PepsiCo, Vodafone, ICI Paints and Philips.

Our solutions are completely customized. We don't see ourselves as “external consultants”, but as partners, who stay with clients from through the entire journey! Today we are delivering our curated offerings across all continents, in 80 countries, to clients across industries.

We provide end to end solutioning in the organisation development space. We understand the nuances of the situation along with the societal backdrop and the mindsets individuals and organisations struggle with. We propose and implement multi-pronged solutions, thereby driving visible, long term, sustainable change. Our programs- Managerial and Leadership development and women leadership coaching, Giving performance feedback, Interviewing skills workshop, SHRBP certification have been very well received by the industry.

We are the leading HR firm globally today, adjudged as the top 25 HR consulting firms by business connect and top 10 HR firms by Silicon India, and nominated among the top 30 in India by UN Women for our work during the Covid pandemic towards the community and industry, featured in Forbes, Fortune, CIO, Outlook, Business World, Business Today and many other publications for our pathbreaking work.

Some of our clients include Tata Group, Mahindra Group, Concentrix, Uber, Avery Dennison, Abbott, Takeda, Lupin, John Deere, Legrand, Owens Corning, Sterlite Power, SBI cards, Diageo, Marico, Abbott, AkzoNobel, Clifford Chance, GO-MMT Group, JCB India, Continental Tyres, Reckitt Benckiser, GAIL, IIFL to name a few.

ABOUT FICCI

Federation of Indian Chambers of Commerce and Industries (FICCI), a not-for-profit body is the country's apex chambers of commerce and industry and works very closely with the Indian Government, public and private sector on policy and capacity building initiatives. It plays a leading role in policy debates that are at the forefront of social, economic, and political change.



ABOUT FICCI QUALITY FORUM (FQF)

FQF is specialized training and consultancy division of the Federation of Indian Chambers of Commerce and Industry (FICCI) providing value added services to Industry in Process, People and Planet domain through capacity building programs, advisory services, research and work in thought leadership space.

It is focused on enhancing the quality quotient of client and partner organization and making them CRISP i.e. Competitive, Responsible, Innovative, Sustainable and Profitable through focused interventions. We regularly connect with industry to assess their need introduce interventions to satisfy their expectations.

BOOK YOUR SLOT TODAY



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