

Innovating
HR Processes
For Organizational Transformation

*Management Development
Programme*

Enablers India

Enablers India

www.enablersindia.com/

The Greatest Enabler

Arjun had within him the superb skill to conquer Kauravas. Lord Krishna enabled him to realize and utilize it with clarity and determination. *He is the Greatest Enabler. He is our inspiration.*

Our Belief

We believe that our clients have the strengths and potential within them needed to win in the marketplace; we enable them to discover the strengths and develop the potential with our advice.

Our Mission

To enable the individuals and organizations to achieve success and meaning in their endeavours.

Innovating HR Processes

For whom

- A. Human Resource Managers.
- B. IT Executives involved in designing, maintaining and modifying HR Systems

Mode: Online instructor led, interactive and highly participative.

Date: As mentioned on home page.

Timing: 1000 Hr to 1700 Hr with tea breaks and a lunch break

Innovating HR Processes

Introduction

HR Managers face great challenges in achieving consistency and transparency in HR services. Employees are looking for continuous improvements in Service Quality. What is an improvement today is taken as a routine tomorrow.

Pandemic has caused major disruptions. Great resignation wave in last few months has further created challenges for HR managers. While HR Managers have made quick changes in the processes. However, now is the time to rework the HR processes to suit the emerging hybrid mode of working.

Increasing digitization requires complete transformation. While many organizations have computerized their processes. However, full exploitation of power of digitization requires innovative thinking.

Innovating HR Processes

Introduction (Contd.)

We need to make our processes employee centric and create a delight for our employees. HR managers need to acquire skills in documenting and developing HR Processes. They also need to develop capability to plan and implement HR process projects.

This Management Development programme has evolved from our consulting assignments of Enablers' Management Institute for our clients which involved documenting and improving HR processes with a view to align them with Global HR Processes on one hand and with Indian Business Environment on the other.

Innovating HR Processes

Objectives

At the end of the programme, participant will be able to

- A. Identify the critical HR processes that need urgent revamp,
- B. Learn the method of modify/improving/innovating HR processes
- C. Work collaboratively with IT service providers (internal and external) to digitize the processes

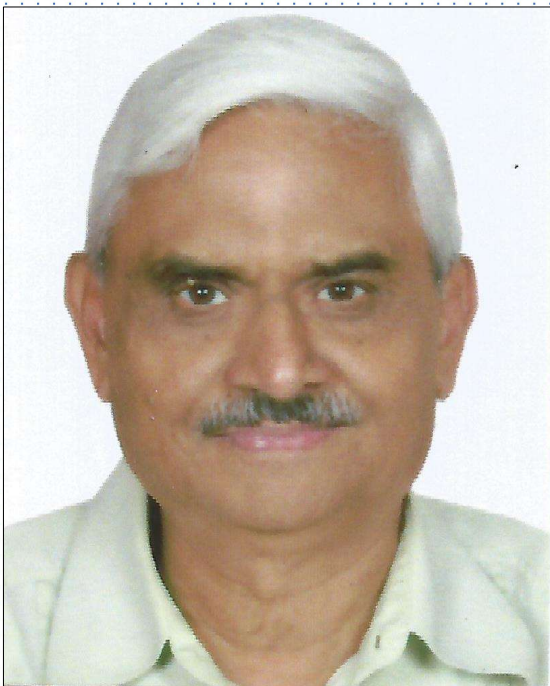
Innovating HR Processes

Contents

1. Policy versus Process
2. Process Discipline Basics
3. Identifying and prioritizing HR Processes that need urgent revamp
4. Methods involving for Innovative HR Processes – Employee Engagement , Benchmarking
5. Selected demonstration of HR Processes (Staffing, Compensation and Benefits, Employee Services, Managing Performance, Employee Development, Talent Management, Separation, Employee Relations, HR Strategic Planning)
6. Managing HR Process Project
7. Case Studies

Lead faculty Y N Kaushal

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Kaushal is Director of Enablers' Management Institute. He has an MBA (PostGraduate Diploma in Management) from Indian Institute of Management, Ahmedabad.

He received a Diploma in Training and Development from United Kingdom. Having received a fellowship from US Government, he made a study of best HR practices in United States of America. He is qualified as an administrator and trainer for programs using MBTI (Myers Briggs Type Indicator).

Course Administration Details

Fees

The Course Fees are Rs 5,000/- (Rupees Five Thousand only) per person for India based participants. For participants residing outside India fees are USD 100.

How to join

- Organizations can nominate their employees by send details by email to ynkaushal@gmail.com or a (WA) message to 8800739953.
- A video interaction will happen before admission to the programme.