



**IIM**

भारतीय प्रबंध संरचना विशाखपट्टणम्  
Indian Institute of Management Visakhapatnam

Starts January 2025

# Chief Human Resource Officer Programme

## (The CHRO Program)

12 Months | Online | Top Faculty Led



Ministry of Education  
Government of India



# Message from the Program Director

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“ This program will bring new perspectives & learnings to expand your thought process and will help you emerge as a successful leader. ”



## Dr. Bishakha Majumdar

Program Director | CHRO Program  
IIM Visakhapatnam



# Why choose this Chief Human Resource Officer Program?

IIM V

Learn from a premier Institution with global excellence

Top  
Ranking

Become part of one of the Top Management Institutions in India

Campus  
Immersion

Attend a 3 day Campus Immersion @ IIM Visakhapatnam

Alumni  
Status

Attain Executive Alumni Status @ IIM Visakhapatnam



# Trending Chief Human Resource Officers Skills for 2025

**Strategic  
Leadership**

**HR  
Strategy**

**Leadership  
Development**

**Finance for  
CHRO**

**Legal &  
Compliance**

**Digital  
Transformation**

Enhance your expertise in strategic human resource management and executive leadership to drive your organization forward. From mastering advanced talent acquisition strategies to leveraging sophisticated HR analytics, this CHRO program equips you with the critical skills needed to excel in today's complex and dynamic business environment.

A close-up photograph of a young woman with dark hair, smiling warmly at the camera. She is wearing a light-colored, ribbed, long-sleeved sweater over a collared shirt. Her hands are clasped in front of her. The background is blurred, showing what appears to be a city street with warm-toned lights.

**Embark on a  
Transformative  
Journey**

# Who should enroll in this Program?

Embark on a transformative journey with this world-class CHRO program, meticulously designed for HR professionals aiming to excel in organizational leadership. Gain a comprehensive understanding of core HR functions and master the strategic applications crucial for success in high-impact roles.



# Why choose IIM Visakhapatnam for Chief Human Resource Officer Program?

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## Top Tier Institution

Stand out from the competition & move up the career ladder quickly by adding a top IIM to your resume.

## Gain Strategic View

Gain insights into senior management, covering executive leadership, functional leadership, finance, organizational behavior, and data-driven decision-making.

## Applied Learning

Break free from traditional learning & get ready to conquer challenges through case studies, assignments, & simulations.

## Dynamic Learning Journey

Embark on a thrilling 12 months adventure exploring every facet of CHRO Leadership

## Accelerate your Career with this Program

The program is designed for professionals who aspire to attain senior leadership positions.

## Powerful Alumni Network

Be part of a strong executive alumni network connecting with other like-minded professionals & get access to this network for lifetime.



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**Up Next >>**

**CHRO**

# **PROGRAM SYLLABUS**

**Learn what matters in 12 months!**

# What you'll learn

## Pillar 1: Strategic Leadership for CHROs

### Module 1: The Modern CHRO

- Topic 1: The Evolving Responsibilities of the Modern CHRO
- Topic 2: The Modern CHRO as a Strategic Partner
- Topic 3: The Modern CHRO as a Value Creator
- Topic 4: Key Skills and Competencies for the Modern CHRO

### Module 2: Strategic Leadership for CHROs

- Topic 5: Strategy Fundamentals for CHROs
- Topic 6: Aligning HR Strategy with Business Objectives
- Topic 7: Building and Leading High-Performing Teams
- Topic 8: Stakeholder Management & Communication

### Module 3: Organizational Design and Strategy

- Topic 9: Principles of Organizational Design
- Topic 10: Aligning Organizational Structure with Strategy
- Topic 11: Designing for Agility and Innovation
- Topic 12: Measuring the Impact of Organizational Design on Performance

# What you'll learn

## Pillar 2: HR Strategy

### Module 4: Strategic Talent Acquisition & Workforce Planning

- Topic 13: Developing a Strategic Talent Acquisition Plan
- Topic 14: Workforce Forecasting & Demand Planning
- Topic 15: Employer Branding & Recruitment Strategies
- Topic 16: Recruitment Metrics & Processes

### Module 5: Strategic Employee Engagement & Retention

- Topic 17: Developing Strategic Employee Engagement Plan
- Topic 18: Designing Employee Recognition Programs
- Topic 19: Creating Career Development Opportunities
- Topic 20: Implementing Performance Management System

### Module 6: Leadership Development & Succession Planning

- Topic 21: Identifying & Assessing Leadership Potential
- Topic 22: Creating Leadership Development Programs
- Topic 23: Implementing Leadership Assessment Tools & Metrics
- Topic 24: Developing Leadership Competencies & Skills

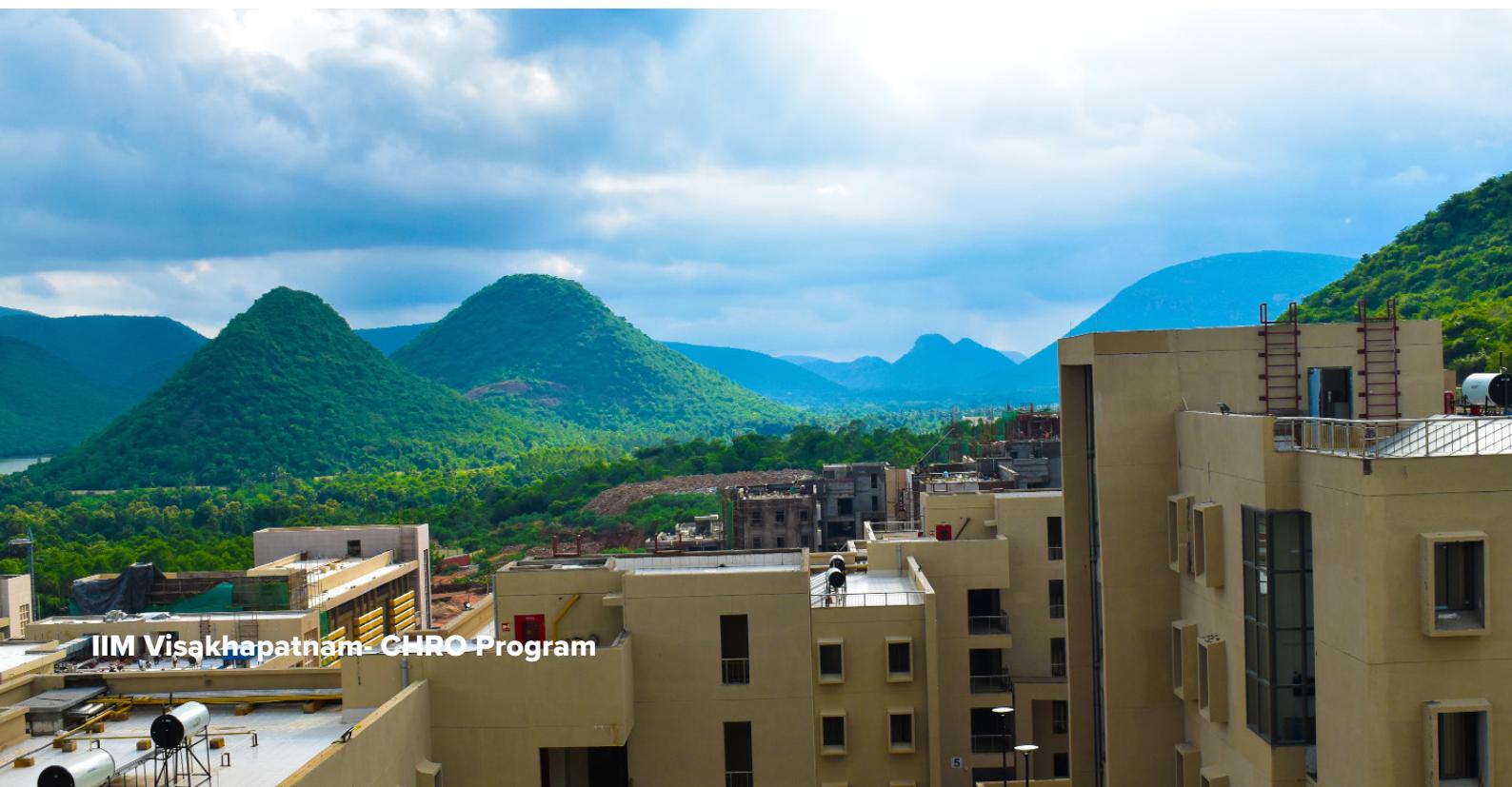
# What you'll learn

## Module 7: Leading Culture & Change

- Topic 25: Defining and Communicating Organizational Culture
- Topic 26: Aligning Culture with Business Objectives
- Topic 27: Managing Change and Overcoming Resistance
- Topic 28: Managing Cultural Integration During Mergers & Acquisitions

## Module 8: Compensation & Benefits

- Topic 29: Strategic Compensation Planning
- Topic 30: Designing Competitive Compensation Packages
- Topic 31: Managing Employee Stock Options and Equity
- Topic 32: Executive Compensation



# What you'll learn

## Module 9: Diversity, Equity, and Inclusion (DEI)

- Topic 33: Developing and Implementing DEI Strategies
- Topic 34: Fostering an Inclusive Organizational Culture
- Topic 35: Promoting Equity in Career Development & Advancement
- Topic 36: Measuring and Reporting DEI Progress and Metrics

### Pillar 3: Legal & Finance for CHROs

## Module 10: Legal and Compliance Management

- Topic 37: Employment Law and Regulations
- Topic 38: Ensuring Compliance with Labor Standards
- Topic 39: Addressing Discrimination and Harassment Issues
- Topic 40: Managing Legal Disputes and Litigation

## Module 11: Financial Acumen for CHROs

- Topic 41: Budgeting and Financial Planning for HR
- Topic 42: Understanding Financial Statements and Metrics
- Topic 43: Aligning HR Initiatives with Financial Goals

# What you'll learn

## Pillar 4: Analytics, Digital & Future of Work

### Module 12: Strategic HR Analytics & Data-Driven Decision Making

- Topic 44: Implementing HR Analytics Tools and Technologies
- Topic 45: Strategic Workforce Planning using Data Analytics
- Topic 46: Using Predictive Models for Talent Management
- Topic 47: Evaluating ROI of HR Initiatives

### Module 13: Digital Transformation and Future of Work

- Topic 48: Implementing HR Technology Systems
- Topic 49: Leveraging Artificial Intelligence and Automation in HR
- Topic 50: Future Trends in HR Technologies
- Topic 51: The Future of Work- For Employees, Leaders & Organizations



# Capstone Project & CXO Coaching

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## Capstone Project

For the CHRO program capstone project, participants will design an HR transformation strategy for a hypothetical organization facing change. They will assess current HR practices, identify improvement areas, and develop a plan to integrate advanced HR technologies and data analytics to boost decision-making and efficiency. The project will also involve crafting strategies to foster a positive culture and drive employee engagement. Participants will present their plan, including success metrics, to a panel of industry experts for feedback and evaluation.

## CXO Coaching

Prepare for **CHRO** positions with CXO Coaching. Delivered by seasoned Executive Coaches, this specialized coaching will prepare you for senior management roles, equipping aspiring leaders with strategic acumen. These sessions will be delivered on-campus.

# Learn Live from Top IIM V Faculty

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**Prof. Bisakha Majumdar**

Program Director  
Assistant Professor  
OB & HR Management



**Dr. MV Anuradha**

Program Co-Director  
Associate Professor  
OB & HR Management



**Prof. Happy Paul**

Associate Professor  
OB&HR Management



**Dr. PRS Sharma**

Associate Professor  
P&O Management



**Dr. Sushil Kumar**

Assistant Professor  
Entrepreneurship



# Learn Live from Top IIM V Faculty

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**Prof. Josyula Srinivas**

Associate Professor  
Information Systems



**Prof. Shalini Agnihotri**

Assistant Professor  
Finance & Accounting



**Prof. Md. Shameem Jawed**

Associate Professor  
Finance & Accounting



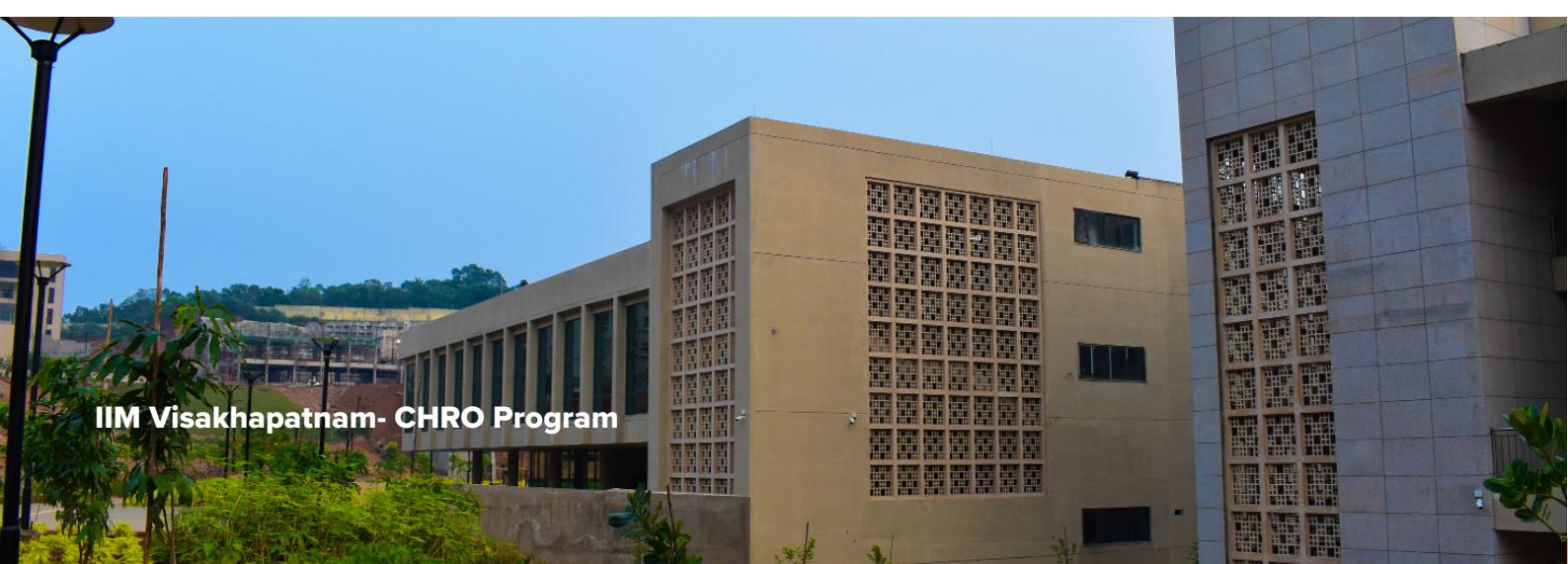
**Prof. Ashmita Verma**

Assistant Professor  
Economics & Social Sciences



**Prof. Kalyan K**

Assistant Professor  
Economics & Social Sciences



**IIM Visakhapatnam- CHRO Program**



# Transformative Simulations for World-Class Learning

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## Workforce Planning Simulation

Participants strategically align staffing with business goals, addressing skill gaps, talent needs, and budget limits, while balancing workforce capabilities with organizational objectives.



## DEI Simulation

Participants foster workplace inclusion by promoting diversity and equity, addressing unconscious bias, and managing global DEI initiatives for better organizational belonging.



## Analytics Simulation

Participants analyze HR data to make data-driven decisions on performance, turnover, and compensation, enabling CHROs to predict trends and optimize HR impact effectively.

## Network and Interact at the Campus of Prestigious IIM Visakhapatnam

Gain a unique opportunity to participate in a **Three Day Campus Immersions** at the picturesque campus of Indian Institute of Management Visakhapatnam. Build lifelong connections with your peers, participate in workshops and hackathons, & experience student life at one of the top IIMs in India.

Some unique features you can expect in the immersion include:

- Networking with Peers
- Interaction with Faculty
- Offline Classes
- Simulations
- Valedictory Ceremony



# Merchandise Kit

During the campus immersion at IIM Visakhapatnam, students are provided with a thoughtfully curated merchandise kit designed to enrich their academic journey. This collection serves to enhance the overall experience while fostering a supportive and engaging learning environment.



IIMV T-SHIRT



PEN DRIVE



IIMV ID CARD



IIMV BOTTLE

NOTEBOOK



IIMV NOTEBOOK

IIMV BAG PACK



\*The depicted representation may not accurately reflect the actual physical items received. Please be aware that there may be differences in appearance from what is shown, particularly with items provided by IIMV, which may vary in design based on the course.

## Attain Executive IIM Alumni Status

On successful completion of Chief Human Resource Officer Program, candidates will be eligible for executive alumni status at IIM Visakahapatnam. The benefits of the lifelong membership of executive alumni status include:

- Batch & Individual E-mail IDs
- Lifelong Executive Alumni Identity card
- Monthly access to IIM(V)ibes and IIMV newsletter
- Access to IIM Visakhapatnam Executive Alumni Network
- Access to Library and Campus Visits
- Alumni City Meetups



# Assessment & Evaluation

At IIM Visakhapatnam, your business acumen thrives under rigorous assessment. We evaluate your critical thinking, problem-solving, and communication skills through diverse components:

- **Quizzes, in-class exercises, and assignments**
- **Attendance of 75% for Certificate of Completion**
- **Oral examinations/presentations/simulations**
- **End-module examination**
- **Four-point scale will be adopted for evaluating a student in individual modules.**

Our criteria ensure you graduate not just with knowledge but with the ability to apply it in real-world scenarios, ready to lead in the dynamic business landscape.



# Career Support with 6 Powerful Sessions



## 1-On-1 Career Counselling

Our career coach will help you with all your career related queries

## Resume Preparation

We'll help you craft a sharp resume to boost your shortlisting chances

## Simulated Mock Interviews

Participate in a mock interview to be ready for the real thing

## Interview Resources

Get access to 2024 Interview Resources

“ Career coaching begins with self discovery and unfolds through strategic guidance. We are here to illuminate your path, amplify your strength, and navigate the terrain of growth with you. ”



**Manjusha Jaggi**

Career Coach, Accredian

# Key Program Highlights

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**12 months**

Comprehensive Learning

**140+**

Hours of Live Classes

**13**

Modules

**1**

Capstone Project

**6**

Career Assistance Sessions



# Admission Process

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-  Scan the QR on the next page.
-  Fill the application form and pay the fees.
-  Selected Candidates will receive Admission Confirmation Letter from IIM-V

## Application Deadlines

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Program Fee: INR 3.2 Lakh + GST

Application Fee: INR 10,000 + GST

Round	Date	Seats	Scholarship	Applicable Fee
1	30th Oct. 2024	20	INR 45,000	INR 2.75 L + GST
2	30th Nov. 2024	30	INR 25,000	INR 2.95 L + GST
3	After 30th Nov. 2024	40	NIL	INR 3.2 L + GST

# Program Snapshot

## START DATE

Tech Orientation: **19th January, 2025**

Batch Inauguration: **2nd February, 2025**

## CLASS TIMINGS

2 PM - 5 PM IST on Sundays\*

## DURATION

12 Months

## WEEKLY SCHEDULE

Online classes on Sundays

Self practice/assignments on weekdays

## ELIGIBILITY CRITERIA

Total Years of Experience: **10+ years**

Education: **Graduate** (*more than 50% score*)

## PROGRAM FEE

INR 3.2 Lakhs + GST

## APPLICATION FEE

INR 10,000 + GST

EMI Options Available!

\* IIM-V reserves the right to change class timings & curriculum as per faculty schedules & updates to curriculum. Any Extra Sessions will happen at different time slots.

\* 75% Attendance is Mandatory to receive course completion certificate.



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www.acredian.com

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# The World is your Campus

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to develop a world-class Leadership  
Mindset to thrive as a Global HR  
Leader.

