



### BRIEF PROFILE OF SHRI G. ANILKUMAR, TRAINER

Shri G. Anil Kumar is currently working as Head, Apollo Tyres Limited, Perambra.

Shri Anil Kumar is a Post Graduate in Human Resources Management from Loyola College of Social Sciences, Trivandrum and a graduate in Law from University of Kerala.

Having Twenty Five years of hands-on experience spread over different facets of HR profession with industries like, Apollo Tyres Ltd, Carborundum Universal Ltd, Binani Zinc Ltd, Reliance Retail Ltd, English Indian Clays Ltd, Terumo Penpol Ltd, etc.

Formally trained in different Business/HR tools like Balance Score Card & Strategy Focused Organisation, Business/HR Excellence Models, Total Quality Management, etc. Visiting faculty in different business schools and programmes organised by professional bodies.

Recipient of 'Manager of the Year- 2015' Award from Kerala Management Association and 'Outstanding HR Manager of the year award' instituted by NIPM, Kerala Chapter.

Serving as Convenor, HR & IR panel of CII, Kerala Region, Chairman, NIPM, Thrissur group and Executive Committee Member, NIPM, Kerala Chapter.

Former Honorary Secretary of NIPM, Trivandrum chapter and Honorary Treasurer, NIPM, Kerala Chapter.

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### NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT TRIVANDRUM CHAPTER

## One day training programme on ROLE OF HR PROFESSIONALS AS STRATEGIC PARTNERS AND CHANGE AGENTS *Based on the frame work of* BALANCED SCORECARD

**Wednesday 30 May 2018, 9.00 am to 5.00pm**

#### VENUE

**Hotel Residency Tower, Behind secretariat, Trivandrum**

NIPM House, Sasthamangalam, Trivandrum 695 010  
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## ADVANCED TRAINING PROGRAM ON ROLE OF HR PROFESSIONALS AS STRATEGIC PARTNERS AND CHANGE AGENTS

*Based on The Framework of* **BALANCED SCORECARD**

HR as a profession has been trying to identify its strategic position in business. Today's business demands HR to necessarily deliver value to the stakeholders like investors, customers, managers, and employees. This calls for HR transformation. HR's greatest opportunity to add value may well be to play a role in the development and implementation of corporate strategy. HR can make a logical case for being an important part of strategy development, because of the importance of human capital in the ability of the firm to carry out its strategy.

As organizations of all kinds face unrelenting changes in their environment, the need for individuals who are capable of turning strategy into reality has created a new legitimacy for the change agent role – which is often located within the Human Resource function.

### SALIENT FEATURES

During the past two decades HR Gurus have made several attempts to identify the role of HR as strategic partner and to become a change agent in the organisation. The HR competency model of Dave Ulrich enlightens an understanding of the roles that HR has to play being in the strategic position of the business. The model classifies the HR functions in two focus areas: Day to day HR operational focus functions and Futuristic focus functions. Becoming the strategic partner and change agent are the two major functions of HR in the futuristic focus.

Role of Human Resource Development change agents can be categorised in four dimensions which are transformational, incremental, Human Resource vision and Human Resource expertise.

Balanced scorecard is a strategic management system that leverages strategic non-financial performance measurements alongside the traditional financial metrics. This approach provides a more “balanced” view from four organizational perspectives: Financial, Customers, Operations and People.

The program is a structured approach that helps the participants to identify the roles and responsibilities of HR professionals as a Strategic business partner and Change agent using the framework of Balanced Scorecard to add more value to business.

### OBJECTIVES

To make the participants to realise the key roles that HR is expected to deliver in the modern business environment.

- To familiarise the HR model of Dave Ulrich- more specifically the key focus areas of HR as the strategic partner and change agent.
- To have an awareness about the concept of Balanced Scorecard.
- To enable HR professionals to have a systematic approach to align with the business as a strategic partner and change agent using Balance Scorecard.

The programme is designed to include - sharing of real case studies and group discussions, with an intention to give the participants a first-hand experience of pinning themselves in the strategic roles of HR, aligning with business.

### BENEFICIARIES OF THE PROGRAMME

This program would be highly beneficial for experienced and budding HR professionals. It would also add value for other Business leaders and Managers who are handling Human resources in their organisations.

### REGISTRATION FEE:

NIPM members	:	Rs. 2,500/-
For non members of NIPM	:	Rs. 2,750/-.
For NIPM student members	:	Rs. 1,000/-
Venue	:	Hotel Residency Tower, behind Secretariat, Trivandrum (Contact Phone no of Hotel +91 471 2331661)
Date of training	:	Wednesday, the 30th May 2018 from 9.00 a.m. to 5.00 p m

### NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT

National Institute of Personnel Management (NIPM) is the premier institute of HR professionals engaged in personnel Management, Industrial Relations, Labour Welfare and Human Resources Development in India. NIPM is a professional and non-profit making society registered under Societies Act 1960. It has a nation-wide membership of over 13,000 individual Members and over 400 institutional members spread across 53 chapters in the country.

NIPM Trivandrum Chapter is one of the oldest and best Chapters in the country, and has always been in the forefront in organizing various professional activities involving Executives and HR professionals enabling them to upgrade their skills and knowledge in tune with the changing time.