



## **HR LEADERSHIP PROGRAMME**

HUMAN RESOURCES FROM  
COST CENTRE TO PROFIT CENTRE

THE NEXT THREE MONTHS  
WILL BE THE  
NEW GROWTH ADVENTURE  
FOR YOUR BUSINESS !!

**3 MONTHS BUSINESS HR PROGRAM (ONLINE WEBINAR)**  
**ONCE A WEEK, EVERY THURSDAY, 11:00 AM - 2:00 PM**

- Session plan will allow the entrepreneurs to practice the concepts in the workplace
- Participants will greatly benefit from peer learning
- Attract and retain a team that performs

# HR LEADERSHIP PROGRAMME

Of all the resources available– manpower, method, machine, material, money – manpower and only manpower is unique and capable of co creating growth and success for the entrepreneur. The human aspect of business can deliver wonders if handled well. Nurturing a strong emotional contract with the employees brings out the discretionary effort in the team.

**This workshop will facilitate to evolve your approach towards human resources. It will answer several questions:**

- How to build a performance driven culture?
- How to make people work?
- What to delegate?
- Whom to hire? What to pay?
- When to let go?
- What role to play as the team leader?
- How to induct and orient the new employee?
- How to retain employees?
- What is the optimal balance of control and autonomy ?
- Practices, processes, policies, SoP's – when are where?

**Why do you need to know the answers to the above questions:**

- Companies with Highly Engaged Workforce are **21%** More Profitable and **17%** more productive.
- Highly engaged workplaces saw **41%** lower absenteeism (Gallup). An employee who feels engaged and inspired is **125%** more productive than the satisfied staffer.
- Employees that don't feel recognized when they do great work are almost 2x as likely to be job hunting.
- Superior talent is up to '**8**' times more productive than average employees. (McKinsey)
- Productivity improves by **20** to **25** percent in organizations with connected employees. (McKinsey)
- Every time a business replaces a salaried employee, it costs **6** to **9** months' salary on average. Losing an executive-level manager can cost **213%** of that person's annual salary. The average employee exit costs **33%** of their annual salary.

**Who Is It for:**

Entrepreneurs who wish to build a performance driven, result oriented culture!



# Richa Mahendra

Co Creator Abundance

“

*We believe that  
“consultants are like bees;  
they fly from flower to  
flower and – both offer  
and receive the gift of  
life.*

”

“

*Human Resource  
Management isn't a thing  
we do,  
It is a practice that na-  
tures the soul and spirit of  
every business !!*

”

- Richa's substantial experience in Business, Strategic Operations, and Human Resources enables her to nurture HR as a core business function which contributes to the profitability of the Organization
- Consistency, creativity, and Learning agility are Richa's core values. She uses these to ensure that teams are engaged, productive, and high performing.
- Richa Mahendra is heading her Entrepreneurial foray “Finesse” since July 2013, which has touched over 50,000 lives, Orchestrating Business transformation through People.  
(500+ Projects Done, 100+ Corporates Served, 400+ SMEs Served, 9+ Years Of Experience, 50,000+ People Impacted).
- Richa is an ICF Coach, and EI coach is certified by AoN, XLRI, Qantas Institute France, DiSC, Hay's, Erikson, Motorola, et all. Education fortified with on-ground experience !! She has won several awards for her entrepreneurial venture.



# HR LEADERSHIP PROGRAMME

## Session plan

Session	Description
<b>Employee Life Cycle</b>	Successful businesses create a vibrant employer brand that enables them to attract the best manpower. Organizations create such powerful positive “employee experience” that even when employees quit, they leave on a happy note and remaining fans of the Organization. HR leadership program will facilitate you with strategies and tips to create a wonderful climate that employees want to enjoy and will have “FOMO” – Fear of missing out !!
<b>Vision, Mission, Values, Culture, Behavioural Competencies</b>	When a new member joins our family (by marriage or birth) we invest a lot of time in sharing OUR culture so that they can fit in better. Similarly, the DNA of each organization is unique. Employees come from different backgrounds and cultures, and they need to be aligned to the Organizational values to collaborate as a winning, performing team. Understanding, drafting and sharing the Vision, Mission, and Values are critical for any business to grow. This Program will facilitate in helping you create all of the above!!
<b>Role of entrepreneur and emotional contract, Leadership</b>	How should the entrepreneur handle the team? What to delegate, how to review, and how to facilitate the employees to perform better. HR leadership program will help you identify YOUR core strengths on which you should be focusing as an entrepreneur. In short, when the entrepreneur focuses on non-core issues, it is like killing an ant with a canon. EMOTIONAL CONTRACT is the only bond that binds and unites a winning team.
<b>Recruitment</b>	One may think “Let us try to negotiate a lower salary with a prospective employee”. The employee agrees and joins the Organization. What are the implications? How does it affect your business? We will walk through various mental models when hiring. This program will also help you develop a structured approach to recruitment. It will include all the forms and formats to get your recruitment ready. Acquire the best talent to grow 10X!!

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<b>Onboarding and Induction</b>	Any new joinee has the potential to become a star performer or a nonperformer. The first few days are critical. Just as a new family member is welcomed to the family where there is love, warmth, excitement, open communication and also expectation setting – similarly the new joinee must know what to expect and what the Organization expects. The first 90 days set the context for how well the new joinee will perform and integrate with the Organization.
<b>Performance Management System</b>	Employees perform when they are told explicitly what is expected from them. Designing numeric KPI's and KRA's, evaluating employees against stated targets and rewarding them fairly, helps to create a performance driven culture. This increases the result orientation and ultimately profitability. The process of dialogue and feedback between team and manager, is critical to ensure that overall, the performance of majority employees increases.
<b>Talent Engagement, development and retention</b>	Engaged employees are very productive and stay longer with the Organization. You cannot increase performance through policies. Your attendance policy can ensure that an employee clocks his / her presence for 8 ½ hours – but it cannot ensure high performance. HR Leadership program will help you to increase the discretionary effort of teams. Once an employee has targets and knows what is expected they must be given the required training to help them perform.
<b>MiS Review</b>	What gets reviewed gets done! Identifying and measuring relevant HR metrics is critical to have 100% control on all HR variables. One can forecast which employee may be thinking of leaving, what are the best sources of hiring, what is the revenue per employee, what is the productivity per employee etc. HR leadership program will help you to create a review culture by using the PMS metrics to measure all departments. This will enhance transparency, collaboration,

# REGISTRATION PROCESS

## TERMS & CONDITIONS

Registrations open. Sessions will be held weekly on every Thursday. The timings will be from 11:00 AM - 2:00 PM.

**Duration of the workshop - 3 Months**

Pricing		
Course price	By 20th September 2022	After 20th September 2022
Individual	₹26999/-	₹29999/-
Group (2 or more )	₹24999/- Each	₹26999/- Each
Document pack	₹2999/-	₹2999/-

### For more info.

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