



Executive Certificate Programme for

CHIEF HUMAN RESOURCES OFFICER

IIM Mumbai
Certification

IIM Mumbai
Campus Immersion

Live
Weekend Sessions

**IIM Mumbai
Executive Alumni Status**



About IIM Mumbai

IIM Mumbai erstwhile known as NITIE was established by the Government of India in 1963 with the assistance of the United Nations Development Programme (UNDP) and the International Labor Organization (ILO). IIM Mumbai has been consistently ranked among the top B-schools in India. IIM Mumbai is ranked 6th in the National Institutional Ranking Framework (NIRF) rankings for 2024 among Management Institutes across India. IIM Mumbai is committed to creating skilled professionals in diverse functional areas like Operations Management, Analytics, Finance, Marketing, Project Management, HR, Information Technology, and Sustainability Management.

Located in the Financial Capital of the country, IIM Mumbai has close interactions with the leading corporate houses, giving it the added advantage of integrating classroom knowledge with relevant practical inputs from industry professionals. IIM Mumbai's picturesque campus is surrounded on three sides by lakes. The lush greenery at the campus has earned it the moniker "God's Own Campus".

IIM Mumbai offers Master of Business Administration (MBA), MBA (Operations and Supply Chain Management) and MBA (Sustainability Management). IIM Mumbai, in collaboration with IIT Delhi, also provides Post Graduate Diploma to executives currently working in the Industry via the Visionary Leaders for Manufacturing Programme (PGPEX-VLFM) and One-Year Post Graduate Program for Executives. IIM Mumbai also offers the General Management Programme (GMP) for Defense Officers. All the courses offered at IIM Mumbai are Full-Time residential courses with rigorous academic and industry-oriented inputs.

IIM Mumbai, under the dynamic leadership of Prof. Manoj K. Tiwari, Director IIM Mumbai, is the nodal hub for capacity building in Logistics and Supply chain Management to promote the PM Gati Shakti Master plan. IIM Mumbai students have regular interactions and sessions from industry leaders and leading researchers, especially in Supply Chain and Operations Management. At IIM Mumbai, we host eminent faculty from international institutes like the Massachusetts Institute of Technology (MIT), USA, and Kellogg School of Management at Northwestern University, USA to take courses for students and working professionals across industries.

IIM Mumbai also has a vibrant Student Exchange Programme with several partner universities across North America, South America, Europe, and South-East Asia.

IIM MUMBAI RANKING IN NIRF 2024



CORE VALUES OF IIM MUMBAI

"INSPIRED"

I

ntegrating Technology, Digitalisation and Entrepreneurship

N

urturing Professionalism

S

ustaining Environmental Sustainability

P

romoting a Multicultural Perspective

I

gniting Progressive Innovation

R

esilient Adaptability

E

mbracing Worldwide Collaboration

D

iversity and Inclusion

The acronym "INSPIRED" effectively represents our core values, including diversity and technology integration, and reflects its commitment to fostering excellence in management education and practices.

In collaboration with

UP↑TOP
CAREERS

Program Description and Objectives

The **Chief Human Resources Officer (CHRO)** plays a strategic leadership role in aligning human capital with organizational goals to drive business success. The primary objective of a CHRO is to develop and implement HR policies, talent management strategies, and workforce development programs that enhance employee engagement, productivity, and retention. They oversee key functions such as recruitment, performance management, compensation and benefits, diversity and inclusion, and organizational culture. Additionally, the CHRO ensures compliance with labor laws and fosters a positive work environment that supports innovation and collaboration.



In collaboration with **UP↑TOP CAREERS**

Program Structure

Module 1 – C-Suite Leadership

- Aligning HR with Business Strategy
- Strategic HRM and Modern HR Landscape
- Understanding Self, Cultivating Compassion, and Personal Leadership
- Personality Values and Attitudes
- Influence and Conflict Management
- Interpersonal Communication and Persuasion
- Emotional intelligence

Note: The course content is completely the property of the IIM Mumbai. Hence, any content related query must be raised with the Professors only during the live sessions.

Module 2 – Talent Acquisition and Retention Strategies

- Talent acquisition Strategies
- Strategies to minimize renege
- Developing Future Leaders and enabling New-Age talent ecosystems
- Performance Management system and career planning
- Reskilling and Upskilling the Workforce

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Module 3 – Organisational Design

- Hybrid and Agile Organisation Design and Structure
- Handling Diversity, Equity, and Inclusion in Decision Making
- Multi-generation framework

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Module 4 – Change Agent and Catalyst

- CHRO as a catalyst of cultural Change and Transformation
- Leading Modern Workplace ecosystems
- Future of work
- Coach, Mentor, and Thought Leader

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Module 5 – International HRM

- Cross-Border and Cross-Cultural Intelligence
- Negotiation, Collective Bargaining and Labour Market Flexibility
- Mergers and Acquisition strategies – Role of CHRO
- Challenges of Multinational HRM–Legal, Socio-Cultural and Economic

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Module 6 – Digital Transformation and Human AI

- Enterprise Operations Strategy & HRM
- Data Analytics for Decision-Making
- Human Resource Planning and Deployment
- People Analytics
- AI & Process Automation for HRM
- Emerging Technologies (Industry 4.0, Smart Companies, Pro-worker AI) and HRM
- Leading Digital Transformation as CHRO
- ESG and HR Challenges

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Module 7 – Strategic Leadership

- Organisational Strategy and Resource Based View for Competitive Advantage
- Strategic mindset in HRM
- Strategic thinking
- Corporate level Strategies
- Corporate Governance

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Module 8 – Compensation and Benefits

- Compensation Strategy and Social Security in Sharing Economy Business
- Multinational Compensation Strategies
- Compensation and Productivity: Performance linked Reward system

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Tools to be covered

The SPSS logo is displayed in a bold, red, sans-serif font.

Microsoft
Excel



Note: Only one tool will be covered as required by the program

Pedagogy

Online live sessions on weekends.

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Who should attend / Target Segment

The **Chief Human Resources Officer (CHRO)** course is designed for senior HR professionals, business leaders, and executives who aspire to take on strategic leadership roles in human resources. It is ideal for **HR Directors, HR Heads, Talent Management Leaders, Senior HR Managers, and Organizational Development Executives** looking to enhance their expertise in workforce planning, leadership development, and HR strategy. Additionally, **CEOs, COOs, and senior business leaders** who want to strengthen their understanding of human capital management and align HR strategies with business objectives will benefit from this course. Professionals preparing for a **CHRO role or seeking to refine their skills in HR leadership, digital transformation, and employee engagement** should also consider enrolling.



Eligibility

Participants must be Graduates in any discipline or an equivalent diploma holder with minimum one year of experience.

Attendance

A minimum of 75% attendance is a prerequisite for the successful completion of this programme. The participants will have to secure the minimum pass marks in the evaluation components specified by the faculty.

Evaluation

- The evaluation methodology is the discretion of the faculty.
- Proctor base examination can be conducted.
- The methodology includes Online assessment, assignments and capstone project presentations.

Recorded Sessions Guidelines

Session recordings to be available to participants for 1 week post the session and it will be made available again 7 days before the evaluations / exams if any.

Course Roadmap

The online sessions will be held every Sunday. However, participants may experience live sessions on some Saturdays if the course roadmap requires it. The course roadmap will be prepared and shared by the Program Professor.

Campus Immersion:

Campus Immersion Guidelines

- The campus immersion is designed to bring participants back to a classroom setting. The in-person experience fosters meaningful engagement with faculty and allows participants to immerse themselves in the academic environment of the Institute.
- A single campus immersion will be conducted at the end of the program, lasting 2–3 days.
- The immersion will take place at the IIM campus and will include group presentations, live interactions with industry experts, sessions with program faculty and coordinators, access to the library, and a campus tour.
- Participation in campus immersion will be included in the overall attendance of the program.
- Travel, lodging, and boarding expenses for the immersion will be borne by the participants.
- The Institute will provide morning breakfast, tea/coffee, lunch, and evening tea during the immersion.
- Program schedule for the immersion to be shared after the commencement of the program.

Note: Family/Friends or any other member who is not a registered participant in the course, will not be allowed to visit the campus at the time of campus immersion.

Program Coordinators



Prof. Sumi Jha

Program Coordinator

MBA, Fellow of IIM Mumbai (Formerly NITIE)

Area & Groups: **Organizational Behavior & HRM**



Prof. Binilkumar Amarayil Sreeraman

Program Coordinator

PhD Economics (Indian Institute of Technology Bombay)

Area & Groups: **Finance, Economics & Strategy**



Prof. Sushmita Narayana Aghalaya

Program Coordinator

FPM (Indian Institute of Management Kozhikode),

B.E., Industrial Production Engineering (Osmania University)

Area & Groups: **Operations & Supply Chain Management**

Admission Process



Duration: 8 Months

Total Number of Hours: 90 Hours

(Online 80 Hours + At Campus 10 Hours)

Course Start Date:

10th August, 2025

IIM Program Fee

INR 2,50,000

+ 18% GST (Pay in easy EMIs)

Fee Payment Assistance

PAY IN INSTALMENTS

EDUCATION FINANCE

PAY IN ONE GO

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Program Certificate

Upon completion of the “Executive Certificate Programme for Chief Human Resources Officer” from IIM Mumbai, the successful candidates will be awarded with the executive certificate from the institute. To qualify for the certificate, participants need to meet the minimum attendance requirements and have to submit their final project reports.



**Certificate images are for illustrative purposes only and may be subject to change at the discretion of IIM Mumbai without notice.*

Note: Participants coming for campus immersion program will get their certificates the same day. Rest of the participants, who wish not to attend on campus session will be getting their certificates by courier after 45 working days from the date of course completion. Institute do not generate or issue soft copies of certificates to avoid forgery of certificates

About Up Top Careers

The speedy pace of the universal revolution compels working professionals not only to gain mastery of current trends, digital transformations, and platforms but also to be able to connect that knowledge to their daily job. The ability to adapt and learn evolving trends can often unlock the next step in career advancement.

Up Top Careers is a dedicated platform for working professionals to help them to adapt, overcome, improvise and stay UP on the TOP in the career climbing race.

We believe that continuous learning is the key to maintaining a competitive edge and achieving rapid career growth. The concept is just not to offer rapid executive development programs but to make professionals self-aware of different career stages and the need for continued development, also helping working professionals to self-realize the essential of filling the gaps to have swift career growth.

The principle of executive education is not to follow traditional learnings but to welcome the right set of combinations in the development programs well aligned with the industry needs. We do believe that the executive programs cannot be uniform or traditional but have to be aligned with emerging industry inclinations as executives require highly actionable insights, frameworks, and strategies to apply in their own roles and processes which will empower them to meaningfully contribute to the success of their organizations and to their career growth.

Up Top Careers is the authorized admission partner for this program of IIM Mumbai.

Always UP on the TOP

ISO certified Company 29990 : 2010



INDIAN INSTITUTE OF MANAGEMENT MUMBAI

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www.iimmumbai.ac.in

IN COLLABORATION WITH



UNIVERSAL POTENTIAL TALENT OPTIMIZATION PLATFORM



info@uptop.in



www.uptopcareers.com



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Note- uptopcareers is the authorized admission partner for this program of IIM Mumbai.

All the sessions will be delivered in the English language only