

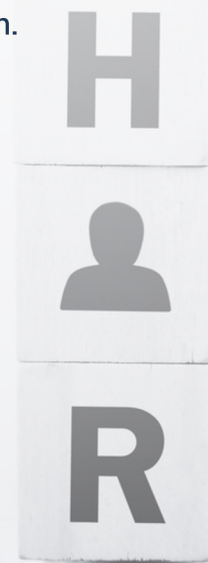
# STRATEGIC HR PROGRAM

Read business shifts and shape workforce strategy. Connect HR decisions to revenue, margin, risk, and growth. Leverage HR technology and AI to make smarter, data-driven decisions. Turn workforce data into actionable talent insights and build responsible, future-ready HR strategies—while stepping into your role as a truly strategic HR leader.



**READY TO ELEVATE YOUR  
HR LEADERSHIP JOURNEY?**

Scan now to explore the program.



Strategic HR framework



Practical Deliverables



Live + Application-Driven Learning



Certificate

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## OUR FACULTY

Industry and Academic Experts



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Coach-To-Transformation |  
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SP Jain School of Global  
Management



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**HEAD – RECRUITMENT  
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**DR. SANDHYA PRAKASH**

**ASSOCIATE PROFESSOR**

Finance and Data Analysis  
SP Jain School of Global Management

# CURRICULUM

Blends academic depth with industry application to turn HR knowledge into strategic impact.

## Module 1 - Strategic HR Leadership in a Dynamic Business Environment

### Learning Outcomes

- Understand how evolving economic, technological and competitive forces shape organisational strategy
- Shift from a transactional HR mindset to a strategic business partnership perspective
- Anticipate workforce risks and opportunities emerging from market and business disruptions

### Practical Outcomes

- Conduct a strategic business scan to identify forces shaping workforce and talent decisions
- Diagnose complex HR challenges using structured strategic frameworks
- Design future-ready HR responses aligned with organisational strategy and business priorities

## Module 2 - Financial Acumen for Strategic HR Impact

### Learning Outcomes

- Interpret key financial indicators that drive leadership decisions such as EBITDA, ROI and productivity metrics
- Understand the direct connection between people strategy and financial performance
- Build confidence to engage with senior leadership and finance teams in data-driven financial conversations

### Practical Outcomes

- Analyse how HR initiatives influence productivity, engagement and business performance
- Develop compelling HR business cases grounded in financial logic and measurable outcomes
- Translate HR initiatives into clear financial value for the organisation

## Module 3 - Technology & AI for Strategic HR Decision-Making

### Learning Outcomes

- Understand how AI and emerging technologies are reshaping HR strategy and decision-making
- Interpret workforce analytics and digital dashboards to extract meaningful strategic insights
- Recognise opportunities where technology can strengthen recruitment, capability development and employee experience

### Practical Outcomes

- Apply AI tools and analytics to address real organisational HR challenges
- Critically evaluate AI-generated insights while applying human judgment and ethical considerations
- Develop technology-enabled HR recommendations to support strategic organisational decisions

## Module 4 - Data & Analytics for Strategic Workforce Decisions

### Learning Outcomes

- Build confidence in interpreting workforce and business data for strategic decision-making
- Understand how predictive analytics enables proactive workforce planning
- Recognise ethical and governance considerations in data-driven HR practices

### Practical Outcomes

- Translate workforce data into clear, actionable HR strategies
- Develop a data-driven workforce decision framework relevant to their organisation
- Present insights through compelling narratives that influence leadership and business decisions



**Industry-academia learning  
designed by practitioners and  
faculty**



**Real-world case learning to  
strengthen strategic decision-  
making**



**Executive-friendly format  
designed for working  
professionals**



**Hands-on learning with real  
business applications**



**Joint certification from  
Meeraq and SP Jain Global**

## PROGRAM OVERVIEW

<b>Best for</b>	HRBPs/HR Managers & HR Generalists (2–12 yrs)
<b>Structure</b>	4 Modules   Each Module includes 2 Live Sessions of 3 hours each   Additional Pre- & Post-Work
<b>What you apply</b>	Practical application of each module towards Business case study
<b>Assessment</b>	Assessment   Practical submission per module
<b>Certificate</b>	Strategic HR Program Certification by SP Jain & Meeraq
<b>Format</b>	Live Virtual Sessions   Pre- and Post-Program Work   Assessments
<b>Templates included:</b>	A practical toolkit of strategic frameworks to turn insight into action and influence leadership decisions.

***Finance, Technology, Analytics and  
Storytelling applied to real business  
decisions.***

