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Xavier School of Management
For the greater good



XLEAD
XLRI Leadership Education and Development

Executive Development Programme in Advanced Strategic HR and Analytics for HR Leaders

Gateway to CHRO

**8-MONTHS
PROGRAMME**



Executive Development Programme in Advanced Strategic HR and Analytics for HR Leaders

As an experienced HR professional, you've accomplished many significant milestones. From talent acquisition to employee engagement, from performance management to organizational development. What's next?

The HR landscape is changing. Organizations face unprecedented challenges and opportunities in managing human capital, integrating disruptive technologies and adapting to a hybrid and distributed workforce. To navigate this evolving landscape, they need HR leaders who can think strategically and leverage data effectively.

Today, HR leaders are required to work closely with senior leadership and identify how they can influence business outcomes. They should take their cues from the corporate business strategy and identify key questions their stakeholders would like them to have answered. How can HR deliver data insights to make effective business decisions?

XLEAD's Executive Development Programme in Advanced Strategic HR and Analytics for HR Leaders addresses these challenges head-on. This eight-month live online programme is designed for experienced and ambitious HR professionals who aspire to become influential leaders and drive real results in their organisations with a strategic and data-driven mindset.

PROGRAMME HIGHLIGHTS

Duration: 8 months

Eligibility: 7+ years of work experience after completing Graduation.

Programme Fee: INR 2,30,000 + GST
Payable in easy instalments. A loan option is also available.

Mode: Live online sessions every Saturday (3 PM to 6 PM IST)

Campus: 4 days of on-campus module

Certification: Get a Certificate of Completion by XLRI Jamshedpur

Alumni Status : Successful participants are eligible to apply for XLRI Executive Education Alumni Status.

Please note: This status is optional and can be availed for a fee of ₹20,000.



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Who Should Attend

This programme is worth attending if you aspire to be a top-tier HR executive/CHRO shaping organizational strategy and driving measurable results.

Ideal candidates include:

HR professionals aspiring for CHRO positions.

Senior HR managers with at least seven years of experience, such as HR Directors, HR heads, L&D heads, Senior HRBPs, and other HR professionals, would find the programme beneficial.

Participants having a strong foundation in HR principles and a keen interest in advancing their analytical and HR leadership capabilities to drive organizational success.

Programme Benefits

Gain a dual advantage by integrating Analytics and Strategy into your HR skill set.

Learn from renowned XLRI faculty and HR practitioners with deep expertise in Strategy, Analytics and HRM.

Network with like-minded HR leaders, share best practices and build valuable relationships that can benefit you throughout your career.

Prepare yourself for CHRO or other top HR positions by gaining a comprehensive understanding of Strategic HR and Analytics.

Enhance your HR skills through interactive lectures, workshops, simulations and personalised project-based learning with expert faculty guidance.

Benefit from XLRI's renowned reputation in HR education and unmatched expertise, helping you excel in your career.

Elevate Your HR Impact with Analytics & Strategy

In today's dynamic business environment, HR professionals can't afford to keep up – they need to be the driving force behind organizational success. That's why XLRI's Strategic HR and Analytics Programme offers a unique opportunity: it seamlessly integrates HR strategy and analytics into one comprehensive course. You'll learn to leverage data-driven insights to shape strategic HR decisions and demonstrate the measurable impact of your initiatives.

Learning Outcomes

- Learn how to leverage HR data to uncover actionable insights that inform strategic HR decisions and drive quantifiable improvements for your organization.
- Develop the critical thinking necessary to align HR initiatives with the organization's overall goals, positioning yourself as a strategic partner at the leadership table.
- Hone your stakeholder management, communication and change management skills to lead and gain buy-in for HR initiatives effectively.
- Learn to utilize cutting-edge analytics tools to optimize talent management strategies, boost employee engagement and enhance organizational effectiveness.
- Discover and implement innovative HR approaches to keep pace with emerging industry trends and maintain a competitive advantage.
- Gain the skills, knowledge and confidence to navigate future challenges in the rapidly evolving HR landscape.



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Alumni Testimonials

The strategic HR modules were well-structured, insightful and deeply aligned with real-world leadership challenges. The overall experience has been intellectually enriching and professionally relevant. I began exploring new opportunities while pursuing the programme. I went through a multi-round selection process for a Director-level position at a global firm and secured the role. What stood out to the panel was my ongoing pursuit of the Advanced Strategic and Analytics Programme from XLRI. The credibility of the institution and the relevance of the programme were seen as strong indicators of my continued leadership development. Without a doubt, it contributed meaningfully to the positive outcome.



Steephan John
Global Director
TRC Companies, Inc.

To have secured a global leadership opportunity even before completing the programme is a testament to the impact of this learning journey. I'm grateful to the institute for curating such a curriculum and fostering an environment of meaningful dialogue and learning.



My learning experience with XLRI faculty and industry experts has been highly enriching and insightful. The faculty brings a perfect blend of academic rigor and practical knowledge, making complex concepts easy to understand and apply. Their teaching style is engaging, encouraging critical thinking and active participation, which enhances the overall learning experience. Shared case studies, industry insights, and practical examples help in understanding current industry trends and challenges.

Amlan Jyoti Chatterjee
Zonal Head HR
IIFL FINANCE LTD

The faculty at XLRI and the industry experts brought a wealth of knowledge and practical insights, making learning highly engaging and relevant. The combination of academic frameworks and real-world case studies enriched the learning process, allowing me to apply concepts directly to my work. The interactive sessions and peer discussions further enhanced the overall experience.



Tanya Arun Sinha
Cluster Training Manager -
Supply Chain Management
Tata Group



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Curriculum Structure

Part A: Advanced Strategic Human Resources Management

Module 1: Strategic Context for Data - Driven HR Decision

- Decoding the strategic intent of the firm
- Understanding business models to develop data-driven HR metrics
- Analysing the scope of data-driven HR decision
Value chain analysis
- Emerging challenges in designing HR strategy, structure and HRM system

Module 2: Strategic HRM: Sectoral Analysis

- Reviewing the trend in managing employees using data across sectors
- Identifying sector-specific HR metrics for strategic decision
- Industry expert's views on sector-specific strategic HR issues and challenges
- Illustration of strategic HR issues in various sectors such as FMCG, BFSI, E-commerce, manufacturing, and application-based businesses

Module 3: Strategic Transformation Through HR

- Framework to catalyse the data-driven strategic transformation.
- Understanding the importance of alignment of business goals with group/team/individual goals.
- HR as a lever of the strategic turnaround of the firm

Part B: Advanced HR Analytics

Module 4: Financial Aspects of HR Decisions

- Concept of direct & indirect cost
- Analysing and understanding HR overheads
- A brief introduction to the financial statement/income statement
- Financial & HR implications of the business model
- Analysis of business parameters-ratio analysis

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Module 5: Application of Costing-ROI on Human Capital

- Identifying HR investment heads Calculation of ROI on HR investments
- Value chain analysis of HR decisions
- In-class exercise

Module 6: ROI on Employee Benefits

- Calculation of ROI on employee benefits
Calculation of ROI on recruitment, training, engagement, and various well-being initiatives
- In-class exercise

Module 7: HR Budgeting and Costing Concepts

- Understanding the financial implications of HR decisions
Cost analysis and budget allocation for HR initiatives
- HR budget projections

Module 8: HR Analytics- I Introduction to Tools & Techniques

- Introduction to Analytics
In-depth understanding of Power-BI, R, SAS, and related applications
- Advanced familiarity with data analytics in Excel.
Introduction to artificial intelligence in data analytics
- In-class exercise to develop familiarity with analytical tools & techniques

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Module 9: HR Analytics- II Data Visualization

- Introduction to visualization techniques
- Data cleaning and interpretation
- Using AI for data visualization
- Graphs & Charts

Module 10: HR Analytics- III HR Modelling

- Introduction to Predictive Modelling Techniques
- Forecasting talent needs and attrition rates.
- Building predictive models for workforce planning and recruitment

Module 11: HR Analytics- IV Advanced Predictive HR Models

- Probit, logit, and logistic modelling for complex HR decisions
- Advanced predictive modelling for employee engagement and performance

Module 12: HR Forecasting and Manpower Optimization

- Advanced HR forecasting techniques for optimal resource allocation
- Manpower optimization strategies for improving organizational efficiency.
- Succession planning-Movement analytics
- Trend analysis

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Module 13: Compensation Analytics

- Analysing compensation structures and their impact on employee retention and performance
- Calculations of pay range, pay spread and pay overlaps.
- Compensation ration analysis
- Pay line development & interpretation.
- Designing pay for performance-contribution margin approach
Incentive designs

Module 14: HR Dashboard and Report Writing

- Designing and implementing HR dashboards for effective decision-making
- Data visualization techniques for communicating HR insights.
- Reporting the results

PART C: HR Leadership

Module 15: Competencies and Capabilities for CHROs

- HR leadership competency framework
- Measuring and assessing CHROs competencies.
- Development of HR leadership pipeline
- Communicating critical HR decisions

Module 16: Application of Artificial Intelligence in HR decision making

- Data analysis using AI tools
- Application of AI tools in managing HR processes.
- AI transformation of HR processes.

Module 17: Leadership Skills for CHROs: A Workshop

- Workshop on developing leadership inventory
- Knowing self
- Understanding dynamics of HR leadership from multiple perspectives.

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Evaluation and Certification



Periodic evaluations, such as quizzes, assignments, projects, case studies, and other assessments, are built into the pedagogy to ensure continuous student engagement and encourage learning. Participants who successfully complete the programme and meet the attendance requirements will receive a Certificate of Completion from XLEAD.

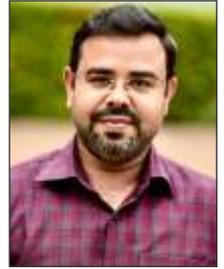
Fee Structure

Fee	Amount
Installment 1	₹ 60,000 + 18% GST (At the time of registration)
Installment 2	₹ 60,000 + 18% GST (On or Before 5th June 2026)
Installment 3	₹ 60,000 + 18% GST (On or Before 5th August 2026)
Installment 4	₹ 50,000 + 18% GST (On or Before 5th September 2026)

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Programme Director

Prof. Jha is a distinguished academician and HR expert with over a decade of experience. He holds a doctorate from IIM Ahmedabad and is an Associate Professor of HRM at XLRI Jamshedpur. Prof. Jha has published over two dozen research papers on sustainable careers, AI in HRM, strategic HR and digital transformation of HR. He developed HR competency frameworks for various PSUs and contributed to the Seventh Central Pay Commission study in 2015. His impactful case studies and guidance of doctoral students highlight his dedication to shaping future HR professionals.



Prof. Jatinder Kumar Jha

Important Dates

Admission Closes on	: 28th February 2026
Academic and technical orientation	: 2nd May 2026
Programme commencing	: 9th May 2026
Note: All dates are subject to change as per the sole discretion of the institute.	

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For quick assistance, consult with VCNow's Senior Academic Advisor at (+91) 8506085079 (between 9 AM to 9 PM).