

Human Resource Business Partner (HRBP) Workshop

A Hands-on workshop delivered through HR experts

The role of Human Resources has evolved beyond managing people processes to becoming a strategic driver of business success. Today's HR professionals are expected to influence business outcomes, build high-performing cultures, and partner closely with leadership.

To support this evolving role, **PUNE Training Company** is pleased to offer an exclusive **HRBP Workshop**- a learning experience designed to equip HR professionals with the mindset, competencies, and practical tools needed to become effective HR Business Partners. The session will be facilitated by HR experts with over 65 years of combined HR experience.

Program Objective

The Workshop aims to provide participants **with practical understanding of the HRBP** role and the **capabilities required to effectively partner with business leaders**, influence organizational decisions, and create measurable business impact.

Key Learning Outcomes

By the end of the workshop, participants will:

- Develop a clearer understanding of the evolving HRBP role and its strategic impact.
- Learn practical approaches to partner effectively with business leaders.
- Explore frameworks and tools that can be immediately applied in their workplaces.
- Build a community of peer learners to exchange best practices.

Who Should Attend?

- HR Business Partners
- HR Generalists aspiring to transition into HRBP roles
- HR Managers

Program Methodology

The Workshop has been designed to be **highly interactive and application-oriented**, combining:

- Practical HRBP Frameworks
- Industry Case Discussions
- Thought Leadership Sessions
- Interactive Activities & Peer Learning & Networking

Our Facilitators

Ms. Kavita Kulkarni. Kavita comes with over 3 decades of HRD expertise. Kavita helps organizations build a strong culture, leading to improved productivity and sustained longevity. Throughout her career, Kavita has had the privilege of leading HR functions in diverse industries, from Auto at Varroc to Global IT services at Infosys and BPO at WNS Global Services and Mphasis.

Economic Times conferred the Leadership award during their HR Excellence summit in March 2016 for her contributions to Transformational Leadership. Kavita has also proudly held the baton as the President of NHRD, Pune Chapter 2014-16.

Kavita speaks at Business, Education and Industry forums. Her Alma mater is Symbiosis Institute of Business Management (HR), plus Symbiosis Law from where she holds a Degree in Law (Gold Medallist) with a base degree in Commerce from Pune University. Apart from work, Kavita is creative, love designing, enjoys painting, reading and what gets me pepped up is Elvis Presley.

Ms. Tina Rastogi. With two decades in Human Resources across the IT, consulting, and manufacturing sectors, the focus has always been on one goal: bridging the gap between people strategy and business outcomes.

Currently, as Head of HR at Cybage Software, the mission involves leading enterprise-wide transformation, simplifying operating models, and integrating people practices across global geographies.

Beyond corporate leadership, professional fulfilment comes from mentorship and social impact, specifically through volunteering with the Robin Hood Army. Whether through coaching or capability building, Tina's goal remains the same: contributing to the growth of the HR fraternity and the community at large.

The workshop will also feature two keynote addresses by distinguished leaders who are stalwarts in their respective fields.

Session by the **Superintendent of Police, Pune Rural, Mr Gill** who will share leadership insights on trust, accountability, ethical decision-making, and leading people in high-pressure environments—offering valuable perspectives that resonate with our work at Business partners.

Session by **Mr. Vivek Sadhale, co-founder, LegaLogic.** Vivek will talk about top 10 issues on legal perspectives in HR through a Fireside conversation.

Vivek comes with three decades of hands-on experience in Corporate Legal, M&A, IPR, Employment law, Corporate Secretarial, Corporate Governance and Management Accounting, with exposure to Finance and Treasury functions with reputed Indian and Multinational organizations including founding a full-service law firm, LegaLogic.

Investment details

- Commercials- **Rs 10,000 per participants +GST**
- Venue- JW Marriot. SB Road. Pune.
- Visit www.punetrainingcompany.com (under Workshops/ Corporate Picks section) or scan QR code for registration.



- WhatsApp on # 9527207930 for any clarifications OR group discount queries.

Program Flow:

Day	Module	Key Topics
Day 1	Leadership Beyond Authority	Leadership Beyond Authority: Building Trust, Accountability & Human-Centric Organizations
Day 1	The Evolving Role of the HR Business Partner	HR as strategic business partner. Balancing business outcomes and employee advocacy. Understanding CEO expectations vs employee expectations. Building business credibility.
Day 1	Business Alignment through Performance Management	Vision, Mission and Business Strategy. Cascading organizational goals. Aligning HR strategy with business strategy. Outcome-based KPIs. Measuring PMS effectiveness. Communication strategy for PMS. Goal cascading exercise.
Day 1	Performance Appraisal, Promotions & Talent Decisions	Level-based vs Role-based organizations. Performance vs Potential. Forced Ranking vs Continuous Check-ins. Bias reduction. Promotion frameworks. 9-Box Grid. Culture of enablement.
Day 1	Performance Improvement & Difficult Conversations	Counselling vs Coaching vs Corrective Feedback. Performance Improvement Plans Documentation. Coaching conversations. Difficult conversation simulations.

Day 1	Compensation Strategy & HR Financial Acumen	Internal equity. Market benchmarking. Total Rewards. HR Budgeting. Linking manpower cost with business performance. Incentive scheme design.
Day 1	HR and Legal – A practical perspective by Vivek Sadle.	Vivek will talk about top 10 issues on legal perspectives in HR through a Fireside conversation.
Day 2	Keynote by Superintendent of Police. Pune Rural Sandeep Singh Gill.	Leadership Beyond Authority: Building Trust, Accountability & Human-Centric Organizations
Day 2	HR Analytics for Business Impact	HR Dashboards. Attrition analytics. Cost of Attrition. Productivity metrics. Recruitment metrics. Cost of Attrition Calculator. Talent metrics. C&B metrics. Engagement metrics. Presenting insights. Lost jobs in a Dialogue format.
Day 2	Strategic Influencing & Organizational Effectiveness	Influencing without authority. Organizational politics. Stakeholder Management. Change Management. HR Shared Services. Automation Retention conversations. Exit Management Onboarding and Stickiness Exit Management Benefits Beyond Mediciclaim
Day 2	Future-Ready HRBP	HRBP trends Future skills Personal HRBP Brand Resources & communities
Capstone	HRBP Action Planning	Apply concepts to live business scenario Develop 90-day HRBP action plan Staying Current as HR professional Present recommendations Faculty feedback