



ADMINISTRATIVE STAFF COLLEGE OF INDIA

Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India
Phone: 0091-40-66533000, 66534247, Fax : 0091-40-66534356,
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Prof. J Swarnalatha
Programme Director

July 07, 2025

Strategic Human Resource Management

Oct 06 - 10, 2025 at ASCI, Hyderabad

Study Tour : Malaysia and Singapore: October 19 - 25, 2025

There are several challenges involved in implementing Strategic Human Resource Management (SHRM) in Indian Organizations. It is widely documented that there is significant difficulty in linking HR strategies to business goals in organizations. This programme would help HR professionals align their HR processes with organizational strategies and get an understanding of various aspects of strategic human resource management.

Keeping the above in view, the Administrative Staff College of India in collaboration with Malaysia and Singapore Human Resource Institute (SHRI), Singapore, has launched a programme on “**Strategic Human Resource Management**”. The aim of the programme is to equip participants with the body of knowledge of SHRM and implementing the same into demonstrable terms. On completion of Indian Module at ASCI, the participants would be undertaking a study tour to Malaysia and Singapore to experience best practices followed by some of the world-class organizations through structured visits with presentations from their senior managers in different organisations.

A brochure outlining the details of the above programme and other pertinent information together with a nomination form is enclosed. If you need any additional information, please do contact us.

The programme is meant for senior and middle level executives connected with the responsibility of managing human resources, including those dealing with HRD, Employee Appraisal, Man Power Planning, Employee Relations, etc.

The last date for the receipt of nomination form is **September 23, 2025**. Since we expect this programme to attract a large number of nominations, we advise you to send in your nomination well before this date to enable us to give due consideration. Accordingly, you can make your plans for the release of the nominee(s) for the programme. Facsimile of nomination form can be used.

Please note that the nominees are requested to carry with them the proof of Medical Insurance. The Sponsoring Agency is required to endorse the nominee's Medical coverage in the event of hospitalisation.

Thank you for your interest and support for Management Development Programmes of the College.

Sincerely,

J. Swarnalatha

Encl: Brochure & Nomination Form

Strategic Human Resource Management

Oct 06 -10, 2025
(At ASCI, Hyderabad)

Oct 19-25, 2025
(Study Tour: Malaysia and Singapore)



ADMINISTRATIVE STAFF COLLEGE OF INDIA
(accredited as उत्कृष्ट by Capacity Building Commission, GoI)

SHRM-2025

PROGRAMME OVERVIEW

Strategic Human Resource Management (SHRM) is an essential function that ensures the alignment of human capital with an organisation's long-term goals and vision. In today's dynamic business environment, HR professionals must go beyond administrative roles to become strategic partners in decision-making and organisational transformation. This programme is designed to equip participants with advanced knowledge, practical tools, and strategic frameworks to manage human resources effectively and contribute meaningfully to business success. It offers insights into emerging concepts in SHRM, enabling participants to align HR functions with corporate objectives, design talent strategies that drive performance, and adopt global best practices. Through experiential learning and expert-led sessions, the programme aims to develop participants into well-rounded HR leaders capable of navigating complex organisational challenges and fostering sustainable growth.

OBJECTIVES

- ▶ Understand the role of SHRM in aligning people management with dynamic business needs.
- ▶ Gain exposure to cutting-edge HR practices implemented in leading global organisations.
- ▶ Develop strategic thinking to formulate and implement HR strategies that support business growth.
- ▶ Strengthen competencies in workforce planning, talent management, and performance systems.
- ▶ Leverage HR analytics for data-driven decision-making.
- ▶ Foster employee engagement, manage organisational change and cultivate strategic leadership.
- ▶ Ensure legal compliance and uphold ethical standards in HR practices.
- ▶ Adapt HR strategies for global and cross-cultural work environments

CONTENT

Module 1: Introduction to Strategic HRM

Objective: Understand SHRM fundamentals and its strategic significance.

Topics:

- ▶ Defining SHRM and its business impact
- ▶ Differences between traditional HRM and SHRM
- ▶ HR as a strategic partner

Activities:

- ▶ Group discussion on SHRM impact
- ▶ Case study on successful SHRM implementation

Module 2: Aligning HR Strategies with Organizational Goals

Objective: Link HR strategies with organisational goals.

Topics:

- ▶ Understanding mission, vision and objectives
- ▶ HR strategy development

Activities:

- ▶ Strategy- alignment workshop
- ▶ Group exercise: Strategic HR planning

Module 3: Workforce Planning and Talent Management

Objective: Build capabilities in planning and talent strategy

Topics:

- ▶ Forecasting workforce needs
- ▶ Talent acquisition and succession planning

Activities:

- ▶ Design a strategic workforce plan
- ▶ Case study on talent development

Module 4: Performance Management Systems

Objective: Create systems that enhance performance and strategic alignment

Topics:

- ▶ Strategic goal-based appraisals
- ▶ Linking performance to rewards and development

Activities:

- ▶ Metric development exercise
- ▶ Role play: Appraisal sessions

Module 5: Compensation and Reward Strategies

Objective: Align compensation plans with strategic goals

Topics:

- ▶ Strategic compensation and incentives
- ▶ Retention through performance-linked rewards

Activities:

- ▶ Compensation plan design
- ▶ Discussion on reward effectiveness

Module 6: Employee Engagement and Organizational Culture

Objective: Enhance engagement and align culture with strategy

Topics:

- ▶ Culture and strategy execution
- ▶ Employee retention strategies

Activities:

- ▶ Culture improvement planning
- ▶ Engagement initiative design

Module 7: HR Analytics and Metrics**Objective: Use analytics to inform HR strategy.****Topics:**

- ▶ Introduction to HR metrics and dashboards
- ▶ Measuring HR's impact on business outcomes

Activities:

- ▶ Workshop on HR data analysis
- ▶ Case study on data-driven HR decision

Module 8: Change Management in Strategic HRM**Objective: Manage change through strategic HR practices.****Topics:**

- ▶ HR's role in driving change
- ▶ Overcoming resistance to change

Activities:

- ▶ Drafting a change management plan
- ▶ Scenario-based role plays

Module 9: Legal and Ethical Considerations in SHRM**Objective: Ensure HR compliance and ethical integrity.****Topics**

- ▶ Employment laws and HR risk management
- ▶ Ethical HR decision-making

Activities:

- ▶ Legal compliance case analysis
- ▶ Group discussion on ethical dilemmas

Module 10: Global HRM and Cross-Cultural Management**Objective: Manage HR in global and multicultural settings..****Topics:**

- ▶ Cross-border HR challenges
- ▶ Adapting HR policies to diverse culture

Activities:

- ▶ Global HR case study
- ▶ Group exercise: Designing international HR policies

FACULTY

Prof Swarnalatha Jagarlapudi brings over 36 years of rich experience across public and private sectors. She holds an MPhil in Industrial Psychology from TISS, Mumbai and multiple advanced degrees, including Applied Psychology, Criminal Law, Forensic Science, HR, International Business, and Economics. Renowned for her strategic insight and entrepreneurial expertise, she has led and delivered leadership development and HR transformation programmes for key industries such as banking, IT, manufacturing, and public administration. Her professional credentials span NLP, stress management, internal auditing, and more—making her a highly respected practitioner and academic in the HR domain.

METHODOLOGY

a) Interactive Lectures and Conceptual Briefings

- ▶ Delivered by subject matter experts and senior HR professionals
- ▶ Covers frameworks such as the Balanced Scorecard, Ulrich's HR Model, and Strategic Workforce Planning

b) Case Study Discussions

- ▶ Real-world and Harvard Business Review cases to analyze HR strategy alignment, M&A integration, talent strategy, and digital transformation
- ▶ Group discussion encourages critical thinking and problem-solving

c) Simulations & Role Plays

- ▶ HR strategy simulation exercises to understand the business impact of HR decisions
- ▶ Role plays to practice handling strategic talent challenges, boardroom conversations, and influencing business leaders

d) Group Projects / Action Learning

- ▶ Participants work in teams to create strategic HR solutions to organizational problems
- ▶ Projects may address actual workplace issues and culminate in presentations to peers and faculty

PARTICIPANT PROFILE

This programme is ideal for senior and middle-level executives responsible for Human Resource functions, especially those involved in strategic HR planning and implementation. It is also beneficial for professionals from other functional domains who wish to gain a strategic perspective on HRM and entrepreneurs seeking to build high-performing, people-centric organization

Organisational sponsorship is essential



KEY INFORMATION

At ASCI, Hyderabad

Oct 06 -10, 2025

Study Tour: Malaysia and Singapore

Oct 19-25, 2025

Programme Fee

Rs.5,75,000/-plus applicable taxes
(subject to change depending on International Airfare)

Fee Includes

Boarding and lodging expenses for the entire period of stay in Administrative Staff College of India and round-trip economy airfare (group booking) for the study tour ex Mumbai / Delhi. It also includes visa fees, airport taxes and coach expenses for official visits. In case, participants are eligible for travel by Higher class; the differential airfare may be paid directly to the Travel Agent by the nominating organisation.

Stay Expenses Abroad

Lodge, boarding, out-of-pocket and sight -seeing expenses will have to be borne by the participants from their per diem, and the same will be paid directly to the travel agent concerned before the closure of the ASCI Component of the programme i.e forenoon of October 10, 2025.

Important

For administrative convenience, all arrangements for travel and stay will be made by ASCI. No alternative arrangement will be entertained.

- ◆ All the participants will travel, stay and participate in the programme together as a group.
- ◆ Participants should possess passports that are valid at least until December 2025.
- ◆ The Schengen Visa rules stipulate that the passport should have been issued not earlier than ten years at the time of visa application. Issuing of VISA is the prerogative of the concerned embassy and ASCI cannot guarantee the same

Payment Mode

Programme fee must be credited to the College Bank account before the commencement of the Programme.

Bank Details

For Indian Participants :

Bank A/c Number	62090698675
Beneficiary Name	Administrative Staff College of India
IFSC Code	SBIN0020063
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

For Foreign Participants:

Bank Account Number	62090698960
Beneficiary Name	Administrative Staff College of India
Swift Code	SBININBB327
Bank Name	State Bank of India
Branch Address	Bella Vista, Raj Bhavan Road, Somajiguda, Hyderabad - 500082
Nostro Account (optional)	6550992180

Note: Kindly forward us the details of Bank/Wire transfer of fee payment to poffice@asci.org.in

Medical Insurance

The nominees are requested to carry with them the proof of Medical Insurance. The sponsoring agency is required to endorse the nominee's medical coverage in the event of hospitalization.

Last Date for Receipt of Nomination Form

September 23, 2025

Last Date for Withdrawal

September 26, 2025

Programme Director

Prof. J Swarnalatha

Programme Director

Professor, Centre for Public Policy, Governance & Performance

0091-40-66534265 /+91 8885550444, swarnalathaa.j@asci.org.in

For further details, please contact

The Programmes Officer

Administrative Staff College of India

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ASCI

ASCI is the first management development institution set up in the country at the instance of the Government of India and industry in 1956 to impart state-of-the-art management education for practicing managers, a legacy that we proudly take forward with a strong alumni of over 1,76,500. We are proud of our alumni which includes the leaders of Indian industry and senior Civil Servants in the government, public sector undertakings to be a part of this unique organisation. We are thankful to you all for the support extended in the past and look forward to your continuing patronage in 2025-26.

Also, ASCI conducts customized programmes for Government of India, State Governments, Public Sector, Private Sector and various international organisations. Our experienced faculty bring to the table a wealth of academic credentials, rich industry exposure and act as a catalyst in the classroom discussions, case study analyses and tutorials. Our faculty also conduct international programmes which provide an exposure to the global best practices. In addition to this, faculty at ASCI also carry out large number of management research activities (typically about 100 each year) which helps them provide the much needed value addition in the training programmes. In addition, we conduct non-residential programmes at our New Delhi Centre as well as off-campus programmes at the venue of the client's choice.



Administrative Staff College of India

Bella Vista, Raj Bhavan Road, Khairatabad

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Website: <http://www.asci.org.in>



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Nomination Form

Strategic Human Resource Management

Oct 06 - 10, 2025 at ASCI, Hyderabad

Study Tour : Malaysia and Singapore: October 19 - 25, 2025

Part A : To be filled in by the nominee

Please affix
Your Photograph
Here

Nominee's Personal Information

Name (Mr./Ms./Any Other___)			
Designation			
Date of Birth			
Address for Communication (Official)			
Phone(s)	Business :	Home:	Mobile :
Fax	E-mail:		
Name as in Passport	Issued at	Passport No.	Validity upto

Your Education (Graduation onwards)

Degree	Institution	Year	Subject

Your Experience in the Present Organisation

Position	Reporting to	Responsibility	No. of Years

Your Experience in Previous Organisation(s)

Organisation	Position	Reporting to	Responsibility	No. of Years

SHRM 2020

What are your expectatons from this Programme?

Important Management Development Training Programme Attended

In ASCI		Other Institutions		
Year	Programme Title	Institution	Programme Title	Year

Your Health

<p>Good: Fit for overseas Travel Yes <input type="checkbox"/> No <input type="checkbox"/></p>	<p>Specify chronic ailments if any (Please list)</p>
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Medical Insurance

Name of the Insurane Agency	Policy Number	Validity upto

Note : Coverage should be available in Hyderabad, India

Date :

Signature

NOMINATION FORM
Part B: To be filled in by Sponsor

Sponsoring Organization : Business Information

Name of the Organisation		Sector	
Address & Contact Numbers			
	Phone (s) :	Fax:	
	E-mail :		
Range of Services/Products			
Size (in Rs. lakhs)	Revenue	Asset Base	Employees

Programme fee payable to Administrative Staff College of India

Payment Amount	Mode of Payment (DD/Cheque)
Instrument Number	Date of Instrument
Name of the Bank	

Name & Designation of Sponsoring Authority

Signature :

Date :

Completed nomination forms and the demand draft / cheque may please be sent to :

The Programmes Officer
Administrative Staff College of India
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