



T. V. RAO LEARNING SYSTEMS PVT. LTD.

**Announces the
Certified HRD Auditors Course
Using the HRD Audit 2500 points**

A Professional Certification designed especially for the HR Practitioner

Workshop

Dates

4th – 7th

December, 2017

**Bangalore
(Non-residential)**

22nd SUCCESSFUL YEAR IN CONSULTING

Celebrating over two decades of learning & contributions

HRD AUDIT-THE NEED AND IMPORTANCE

People drive businesses. Ideally, the most influential business driver must be the Human Resource (HR) function of an organization. This however, is far from reality.

What prevents the HR function and systems from driving business?

An HRD Audit is indispensable to bridge the gap between 'what is' and 'what should be'. It is a comprehensive evaluation of the current HRD strategies, structure, system, styles and skills in the context of short and long term business goals of the organization. Going one step further, the HRD Score-Card 2500™ rates the various dimensions of the HR function on a cumulative grade point of 2500. This workshop will aid the participants in the following:

- Assist participants to align the HR processes in their organisation to drive business.
- Facilitate use of HRD Audit as a critical tool to transform the HR function into a Key Business Driver.
- Enable participants to develop the 'Score-Card' 2500™ for their respective organisations.

The HRD AUDIT AND SCORE-CARD 2500™ ENABLES ORGANIZATIONS TO ANSWER THE FOLLOWING QUESTIONS

- Do you have an HR strategy—current or future? Are your current HR strategies driving business profits?
- Is your top management's leadership style and competencies in alignment with business goals?
- Are your HR systems mature enough and do they assist in adding to the bottom-line?
- Are your HR processes enabling talent utilization?
- Does the HR department have the requisite competencies?
- Does your organization have an appropriate HRD culture?

ASSESSMENT AND CERTIFICATION

- Attending the 4-day workshop, active participation in all the case studies/exercises during the workshop.
- Marks of 60% or above in the written examination conducted on day 4 of the workshop.
- The examination structure would be largely objective.

WORKSHOP METHODOLOGY

- Desktop cases for practice on audit
- Conceptual inputs
- Practice sessions and Mock audit of select HR subsystems

WHAT IS HRD AUDIT?

HRD Audit is a useful tool to align or realign the HRD Function to Business Goals. HRD Audit has the capability of making HRD a Strategic Business Driver. The HRD Score-Card is an assessment of the HRD maturity level of an organization.

PROGRAM STRUCTURE

DAY 1

- ▶ Introductory session on Concepts of HRD and HRD systems
- ▶ Overview of HRD Audit and its components
- ▶ Auditing the Performance Management System

DAY 3

- ▶ Building Intellectual Capital: HR's Impact
- ▶ Auditing HRD Competencies
- ▶ Auditing Top Management styles and Line managers learning

DAY 2

- ▶ Auditing the Induction
- ▶ Tools for audit
- ▶ Auditing Recruitment and Manpower planning
- ▶ Auditing Training and Development Function

DAY 4

- ▶ Auditing HRD Values and Organizational Climate
- ▶ Designing Audit questionnaires and tools
- ▶ Establishing the HRD SCORECARD-2500 POINTS
- ▶ HRD Audit reports and Experiences
- ▶ Test for certification

BENEFITS TO THE PARTICIPANTS

- Develop HRD Audit skills and HRD Score-card 2500™ scoring skills
- Knowhow on the scientific and methodical assessment of the HR practices, Systems and strategy, and Management Leadership Styles
- Exposure to different HR practices
- Develop a systematic framework for need analysis and profile of HR function in the organization

BENEFITS TO THE ORGANISATION

- Get feedback on the contribution of the HR function to the organization's strategic business objectives
- Assessment of the current quality of HR practices, policies, delivery and preparedness for the future
- Audit competencies for future use
- Ways to align HRD function with business goals
- Organizations HRD score-card
- Setting guidelines for re-establishing HR performance standards
- Identifying areas for change and improvement with specific recommendations

INVESTMENTS

Rs. 58,000/- per participant (Non residential) + GST @ 18% for program. Total fees is Rs.68,440/-. This includes:

- ▶ All course material: 3 books for reference HRD AUDIT AND SCORE-CARD 2500™, The HRD Missionary, cases designed for the program, exercises etc.
- ▶ 4-day contact workshop (Non residential) at Bangalore
- ▶ Assessment and certification

The fees will be accepted through Demand Draft/Par cheque or NEFT only in favor of "T.V. Rao Learning Systems Pvt. Ltd.", payable at Bangalore.

NOMINATIONS MAY BE SENT TO:

T.V Rao Learning Systems Pvt. Ltd.
No. 1739, 9th Cross Road,
Opposite Nilgiris Supermarket
J.P. Nagar II Phase
Bangalore 560 078
Phone: 080-65975191, 26494919
E-mail: tvrlsblr@gmail.com

LAST DATE FOR SENDING IN NOMINATIONS: November 30th, 2017

ABOUT TVRLS

Set up in 1996 by Prof. T.V.Rao in Ahmedabad, TVRLS is an expression of over four decades of experience, study, review, reflection and action combined with a desire to discover more about the behaviour of people in different settings and developing ways of making them give their best.

Over the last decade and a half, TVRLS has been contributing extensively in the areas of Leadership development through 360 Degree Feedback, Assessment Development Centers, Competency Mapping, HRD audits, Performance management system (PMS), Psychological Instrumentation and testing, OD and Change initiatives, Climate surveys & designing and implementing HR systems etc.