

STRATEGIC HR

TRANSFORM INTO A STRATEGIC HR LEADER
INTEGRATED WITH GEN AI

6 Months | Online | Instructor-Led

WHY CHOOSE US?

- ✓ **1-on-1 Career Counselling**
- ✓ **Resume Preparation**
- ✓ **Simulated Mock Interviews**
- ✓ **Interview Resources**



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www.accadmix.com

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WHY CHOOSE THIS STRATEGIC HR PROGRAM?

01

Top Faculty

Learn from Strategic HR at Top Companies

02

Hands-On & Outcome Focused

work on live case studies and capstone projects powered by real data

03

AI-Infused Learning

Become an AI Fluent HR Professional

04

Alumni-Driven Placement Support

Mentorship & Career Coaching

STRATEGIC HR SKILLS IN 2026



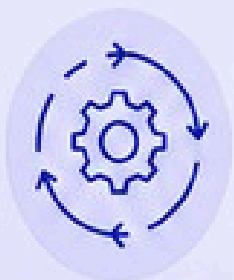
**People Analytics
& HR Tech**



**Workforce Planning
& Talent Strategy**



**Employee
Experience &
Engagement**



**Change
Management**



**Strategic Business
Partnering**

Who should enroll in this Program ?



HR Executives & Team Lead

Build strategic HR, AI and people analytics capabilities to move beyond operational HR.

Early & Mid-career HR Professionals

Build practical HR expertise with real tools, projects and future-ready AI skills.



Talent Acquisition Specialist

Learn AI-powered sourcing, screening, recruitment automation and candidate experience.



Career Switchers

Move into HR with a structured learning path combining HR fundamentals, technology and AI.



Learning Outcomes

TERM 1

Foundations of HRM & Business Context

FOCUS

Building strong HR foundations — understanding the evolution of HR, its strategic role in business, HR structures, and the complete employee lifecycle.

MODULE 1 Role & Evolution of HRM

- Topic 1:** Introduction to HRM and Evolution
- Topic 2:** Strategic Role of HR in Business Value Creation
- Topic 3:** HR Strategy, Planning & Analytical Frameworks
- Topic 4:** Emerging HR Competencies & Future of Work



AI & DIGITAL HR TOOLS



ChatGPT



Claude

MODULE 2 HR Department Structure & Responsibilities

- Topic 5:** Core HR Functions & Roles
- Topic 6:** HR Organisational Hierarchy
- Topic 7:** Strategic vs. Operational HR
- Topic 8:** Cross-functional Collaboration

MODULE 3 Overview of Employee Lifecycle

- Topic 9:** Attraction & Recruitment
- Topic 10:** Development & Engagement
- Topic 11:** Retention & Growth
- Topic 12:** Separation & Offboarding



AI & DIGITAL HR TOOLS



Zoho People



BambooHR

MODULE 4 Aligning HR with business goals

- **Topic 13:** Strategic Workforce Planning
- **Topic 14:** Performance Management & KPIs
- **Topic 15:** Leadership Development & Succession Planning
- **Topic 16:** Culture & Change Management



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ChatGPT



Lattice



15Five



Culture Amp



LinkedIn Learning

MODULE 5 Key HR Metrics

- **Topic 17:** Employee Turnover Rate
- **Topic 18:** Time to Hire / Time to Fill
- **Topic 19:** Employee Engagement Score
- **Topic 20:** Cost per Hire



AI & DIGITAL HR TOOLS



Excel



Power BI



Darwinbox



Visier



ChatGPT

TERM 2 | Talent Acquisition & Onboarding

MODULE 6 Recruitment funnel, JD writing, sourcing, screening

- **Topic 21:** Recruitment Funnel Stages
- **Topic 22:** Effective JD (Job Description) Writing
- **Topic 23:** Candidate Sourcing Strategies
- **Topic 24:** Screening & Shortlisting Techniques



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ChatGPT



Zoho Recruit



SeekOut



Manatal



BambooHR

MODULE 7

ATS tools overview (Zoho Recruit)

- **Topic 25:** Understanding the Role of an ATS in Modern Recruitment
- **Topic 26:** Core Features of Zoho Recruit
- **Topic 27:** Automation & Collaboration in Zoho Recruit
- **Topic 28:** Analytics, Reporting & Compliance



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ChatGPT



Zoho Recruit



Zoho People



Excel



Power BI

MODULE 8

Recruitment funnel, JD writing, sourcing, screening

- **Topic 29:** Designing a Seamless Candidate Journey
- **Topic 30:** Effective Communication & Feedback Loops
- **Topic 31:** Structured Onboarding Programs
- **Topic 32:** Measuring Onboarding Success & Experience



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ChatGPT



Zoho Recruit



Manatal



Lattice



BambooHR

TERM 3

Payroll, Compensation & Compliance

MODULE 9

Understanding CTC, gross/net pay

- **Topic 33:** Breakdown of CTC (Cost to Company)
- **Topic 34:** Difference Between Gross and Net Salary
- **Topic 35:** Taxation and Salary Structure Optimization
- **Topic 36:** Statutory Deductions and Compliance



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ChatGPT



Excel



Power BI



Darwinbox



Zoho People

MODULE 10

Payroll workflow with Excel

- **Topic 37:** Designing a Payroll Template in Excel
- **Topic 38:** Automating Salary Calculations
- **Topic 39:** Leave and Attendance Integration
- **Topic 40:** Generating Payslips and Reports



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Excel



ChatGPT



Power BI



Darwinbox

MODULE 11

Statutory compliance (PF, ESIC, Gratuity, POSH)

- **Topic 41:** PF & Employee State Insurance Regulations
- **Topic 42:** Gratuity Act Compliance
- **Topic 43:** POSH Policy Implementation
- **Topic 44:** Compliance Calendar & Documentation



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Excel



ChatGPT



Zoho People



DocuScan AI



Darwinbox

TERM 4

Performance Management & Engagement

MODULE 12

KRAs, KPIs, OKRs

- **Topic 45:** Differences Between KRAs, KPIs, and OKRs
- **Topic 46:** Setting Effective KRAs (Key Result Areas)
- **Topic 47:** Designing KPIs (Key Performance Indicators)
- **Topic 48:** Implementing OKRs (Objectives and Key Results) in Teams



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Excel



ChatGPT



Lattice



15Five



Darwinbox

MODULE 13 Appraisal systems and feedback models

- **Topic 49:** Types of Performance Appraisal Systems
- **Topic 50:** Designing an Effective Appraisal Framework
- **Topic 51:** Feedback Models for Constructive Conversations
- **Topic 52:** Linking Appraisals to Rewards and Development Plans



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ChatGPT



Lattice



15Five



Culture Amp



BambooHR

MODULE 14 Rewards and recognition, engagement strategies

- **Topic 53:** Designing Rewards and Recognition Programs
- **Topic 54:** Employee Engagement Frameworks
- **Topic 55:** Linking Recognition to Performance and Culture
- **Topic 56:** Digital Tools for Engagement and Recognition



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ChatGPT



15Five



Lattice



Culture Amp



BambooHR

TERM 5 | L&D, HR Operations & Letters

MODULE 15 Training Need Identification (TNI)

- **Topic 57:** Techniques for Identifying Skill Gaps
- **Topic 58:** Linking TNI to Business Goals
- **Topic 59:** Creating Actionable TNI Reports



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ChatGPT



Excel



Power BI



Darwinbox



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MODULE 16

Learning calendar design

- **Topic 60:** Mapping Learning Interventions to Business Milestones
- **Topic 61:** Balancing Frequency and Engagement
- **Topic 62:** Customizing for Diverse Learner Profiles



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ChatGPT



Docebo



360Learning



Coursera
for Business



EdCast

MODULE 17

Exit management and HR documentation

- **Topic 63:** Structured Exit Process & Clearance
- **Topic 64:** Exit Interview & Feedback Analysis
- **Topic 65:** Compliance & Documentation



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ChatGPT



BambooHR



Darwinbox



DocuSign



Dropbox

TERM 6

HR Tech, Analytics & Capstone

MODULE 18

HR Tech, Analytics

- **Topic 66:** Intro to HR analytics and KPIs
- **Topic 67:** Dashboards (Excel/Google Sheets)
- **Topic 68:** HRMS tools overview (Darwinbox, Zoho People)



AI & DIGITAL HR TOOLS



ChatGPT



Excel



Power BI



Darwinbox



Zoho People

MODULE 19

Capstone: Strategic HR Plan + Dashboards for Startup Case

Hands-On Experience With Key HR Tools



01

ZOHO

KEKA

02



03

DARWINBOX

SAP SUCCESS FACTOR

04



REAL-TIME CASE STUDIES

— Learn. Analyze. Apply. Lead. —



**Optimizing Recruitment Funnel
at a Fintech Startup**

1



**Driving Employee Engagement
at a mid-sized IT firm**

2



**Payroll Accuracy Using Excel
Automation in Manufacturing**

3



**Building a Learning Culture in a
BFSI Company**

4



**Statutory Compliance Audit in
a Healthcare Firm**

5

TOP STRATEGIC HR FRAMEWORKS

01



HRBP Model

05



Ulrich's HR Model

02



Employee Lifecycle Framework

06



Balanced Scorecard for HR

03



9 Box Talent Grid

07



McKinsey 7s Framework

04



Kirkpatrick Model

08



Strategic Workforce Planning Framework

**BUILD SKILLS.
SHAPE CAREERS.**

STRATEGIC HR PROGRAM

An **immersive learning** journey
for tomorrow's HR leaders.



**ADMISSION
OPEN 2026**

**BATCHES
STARTING SOON!**



LIVE CLASSES

Interactive sessions
with industry experts



TOP INDUSTRY PRACTITIONERS

Learn from seasoned
HR leaders



CASE STUDIES

Real-world insights
and practical learning



PRACTICAL & IMPACTFUL

Hands-on projects and real-time
challenges to build measurable skills.



FUTURE-FOCUSED CURRICULUM

Stay ahead with the latest HR strategies,
tools & trends.



CAREER TRANSFORMATION

Gain the confidence and expertise
to lead and make an impact.



REGISTER NOW

Start your journey in
Strategic HR with AI



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STRATEGIC HUMAN RESOURCE

2026

FEW WORDS FROM OUR ALUMNI

My low CGPA used to hold me back and shake my confidence. But Accadmix helped me shift focus to what truly matters — building real-world projects and sharpening my coding skills.

Accadmix not only strengthened my skills with real-world, practical learning but also guided me throughout my career journey

Accadmix gave me the right guidance and practical learning experience to crack interviews with confidence. The live sessions and mentor support truly prepared me for real-world challenges.

NEXT-LEVEL LEARNING EXPERIENCE

Legacy Builders



AMIT KUMAR
KEY2SOURCE



ASWINI MODUPALLAE
DXC Technology



SHEKHAR SATPATHY
DELOITTE



OJASWITA PAUL
IBM

Advance Your Career with Four Expert Guidance Sessions

Here's a deeper look at what 'Accelerate Your Career Growth with Four Impactful Guidance Sessions' offers—and how these sessions can truly transform your professional journey.



1-On-1 Career
Counselling



Resume
Preparation

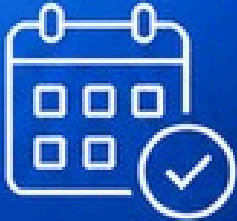


Interview
Resources



Simulated Mock
Interviews

Quantitative Takeaways



**6 MONTHS
COMPREHENSIVE
LEARNING**



**SET CLEAR
PRIORITIES**

A 6-month comprehensive learning journey can be a game-changer.



**SET UNINTERRUPTED
FOCUS TIME**

A 60+ hour mix of live and recorded classes fuels deep learning.



**60+ HOURS
OF LIVE AND
RECORDED CLASSES**



**4 CAREER
ASSISTANCE
SESSIONS**



**CAREER ASSISTANCE
SESSIONS**

Four career assistance sessions can be a transformative experience—

OVERVIEW OF PROGRAM



DURATION
6 Months



ELIGIBILITY CRITERIA
Graduate



WEEKLY SCHEDULE
Weekends



PROGRAM FEES
INR 49,999



APPLICATION FEES
INR 4,999



FORMAT
Live Online
Interactive Sessions



CERTIFICATE — OF COMPLETION —



This certificate is proudly presented to

Anmol Kumar

for Successfully completing the
Strategic HR with AI Program

Ashutosh Thakur
Chief Executive Officer

Sakshi
Program Director

- ✓ Application Fee for the Program is non-refundable
- ✓ Accadmin reserve the right to change class timings & curriculum as per faculty schedules & updates to curriculum. Any additional sessions may be conducted at different time slots.

Admission Process



Thank You.

**We look forward to Growing
with you**

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