STC in HR As a Game Changer of Business

Total Duration – 30 hours

Session	Modules	Duration
Session 1	**Learning & Development Essentials.** Principles of Adult Learning, David Kolb Learning cycle and Learning Theory. Training Need Analysis & TNI. Training Evaluation (Kirk Patrick Model) Budgeting and Training Calendar Case Study on L & D and few videos.	2 hrs.
Session 2	**Training and Development Old and contemporary Methods** **Old Methods** (Classroom, Vestibule, Case study, Role Play, Outbound, OJT) **Contemporary Methods** E learning (Rise of LMS's) (Coursera, Udemy, LinkedIn) VLT and VILT Methods Game based Training and gamification Facilitation (Facilitraining) Board Games Use of AR and VR in training.	2 hrs.
Session 3	**Selection Function of HR – Use of Quantitative Techniques and Test Designing** Criteria & Predictor Variables Test designing Types of Selection tools Various types of interviews Interview Mocks with students. Use of AI in Selection Process (Videos)	2 hrs.
Session 4	**Story Telling** 5 Aspects of story telling	2 hrs.

	4 Elements of Story telling	
	Business Story telling an upcoming method in corporates	
	Students will be made to create stories and narratives	
Session 5	**Coaching** Difference between training, counselling, coaching and mentoring It is important to have a coach for high level performance Why coaching works and various avenues in coaching Demonstration of coaching with Students.	2 hrs.
Session 6	**Mentoring** Purpose of Mentoring Mentoring and 3 essential aspects for success. Steps in Mentoring Process. Reverse Mentoring. Industry examples.	2 hrs.
Session 7	**OD Interventions (Individual & Group)** Visioning and collage (demo with students) Career Planning & Career Anchor Gestalt Approach Diagnostic Meetings (demo with students) Process Consultation & Responsibility charting	2 hrs.
Session 8	**OD Interventions (Third Party & Comprehensive)** Appreciative Enquiry (demo with students) Confrontational Meeting (demo with students) Organizational Mirroring	2 hrs.
Session 9	**Use of Artificial Intelligence in HR** Reinventing HR through use of AI (industry examples) Impact of AI on traditional HR models. Applications of AI in HR	2 hrs.

Session 10	**HR Dash Boards – An Effective Tool for HR Accounting** What is the importance of HR dashboard How to make HR dashboards What are the components of HR dashboard HR dashboard & Matrices Students will get to see some of the templates and will get hands on experience in making of HR dashboards.	2 hrs.
Session 11	**Building Learning Organizations** Learning & Learning disabilities Laws of 5th Discipline Shift of Mind (Metanoia)	2 hrs.
Session 12	**Building Learning Organizations** **The 5th Discipline** Personal Mastery (Tools for personal mastery) Mental Models (Tools for examining and redesigning mental models) A few videos of organizations and also by peter senge	2 hrs.
Session 13	**Building Learning Organizations** Shared Vision Team Learning (Discussion Vs Dialogues) Demonstration of Discussion Vs Dialogue	2 hrs.
Session 14	**Employee Well Being** What is Employee Well Being Importance of employee well being Strategies to improve Employees health and well being The Future of work Industry examples of Employee Wellbeing Initiatives.	2 hrs.
Session 15	**Role of Technology in HR**	2 hrs.

		Impact of technology in HR practices Robotic Process Automation (Industry examples of RPA) HR Transformation with the help of Technology View by Josh Bersin Case Study and videos	
		TOTAL	**30 Hrs.**