



ONE DAY
CERTIFICATION PROGRAM ON

FINANCIAL
INTELLIGENCE FOR
HR PROFESSIONALS

10TH AUGUST 2019 (SATURDAY)

HOTEL SUBA GALAXY, MUMBAI

Objective:

This one-day program will help HR Professionals to acquire and improve their finance skills thereby contribute actively on business front based on proper understanding and interpretation of financial data / numbers.

Takeaways

- Understand basics of business plan and role of HR
- Learn what story the numbers are really telling you through different ratios & data points.
- Understand difference between profitability and liquidity.
- Learn how to benchmark HR related business indicators through financial statements.
- Ability to develop “**SMART**” KPIs impacting business.
- Developing effective HR dashboards impacting business

View of industry professionals about this program

Sanjay Ambhorkar,

Vice President HR and Communication, Chassis Brakes International

HR professionals need to understand numbers with proper interpretations for impactful decisions. Financial understanding is one of the key skills valued for business and customer centric futuristic HR professionals.

Ganesh Kothawade,

Vice-president Distribution Solution Business, ABB Ltd.

Globalization and Digitalisation are compelling to change business models across sectors. Transactional & departmental HR approach will not work. Every employee's action has direct impact on business parameters in turn financials. HR needs to understand and partner with business to decide and implement business strategies. Agile and business savvy HR is need of the hour.

Name of few clients - Workshop has been conducted in-house





REGISTRATION : 09:00 am to 09:30 am

SESSION- I

09:30 am To 11:00 am

Business Savvy HR Professionals

- Why HR Manager should be business savvy in today's competitive world
 - a shift in paradigm
- Understand components of business plan
- Getting synced with important financial terms widely used.



TEA BREAK 11:00 am to 11:15 am

SESSION- II

11:15 am To 01:00 pm

Financial Statements

- Interpretation of Financial Statements from HR Perspective
- Working with real time Financial Indicators
 - Balance sheet and Profit & Loss Account



LUNCH BREAK : 01:00 pm To 1:30 pm

SESSION- III

01:30 pm To 03:15 pm

Formulating KPIs through financial statements

- Formulating KPIs through understanding of financial statements
- Basics of ratio analysis & its application - a benchmark tool.
- Use of ratio analysis tools to understand health of business with practical case study.
- Deriving KPIs from business plan & use of financial statements.



TEA BREAK 03:15 pm to 03:30 pm

SESSION- IV

03:30 pm To 05:45 pm

HR in the Board Room - Strategic Role

- HR Dashboard from Business Perspective
- Learn how to benchmark against the industry standards – HR perspective
- Review of the entire session and action plan / way forward
- Conclusion and Way forward

Facilitators

Prashant Khambaswadkar is a seasoned IR & HR professional with 27 years of total experience. He has worked with brands in diverse sectors like steel (Tata Steel), Medical (Johnson & Johnson) and Financial services (HDFC Life insurance). After his last stint in the Corporate world as Head of HR at HDFC Life in 2009, he founded the Universal Group (one stop HR shop) of which currently he is the Managing Director & CEO.

Pradeep Ghare is a quintessential finance professional who has not only handled top-level finance role including international environment but has also looked after HR function as well as a host of other functions in various capacities. Armed with loads of expertise and experience derived from over 2 decades of professional experience, Pradeep is currently heading the business consulting firm “**The Catalyst**” working on pan-India level. He is a trainer by passion and has conducted more than 2000 man-days of financial training. He has served companies like ABB, Lear seating and Rishabh group as the CFO before starting Catalyst consulting.



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09:00 am To 05:45 pm



Venue: Hotel Suba Galaxy, Beside Bisleri Signal, Andheri East, Mumbai.



₹ 10,000/- per Participant + GST 18%

Cheque to be drawn in the name of “**The Catalyst**”



**BANK
DETAILS**

Name: The Catalyst

A/c No.: 187005500132

Bank/Branch: ICICI Bank, College Road.

IFSC Code: ICIC0001870

Batch size is restricted to 20 participants



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