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Aon Hewitt Learning Center is on a mission to provide real learning to help HR impact business outcomes. We bring together our consulting insights and capability building expertise to create highly-specialized learning journeys for HR professionals.
Gain leaders’ trust to sharpen the human capital agenda

Navigate across contexts to create tangible impact

Understand business imperatives, connect people initiatives

Effective Partnership

Technical Expertise

Business Acumen
QUICK SNAPSHOT

Our Capabilities

1. Flagship certificate courses for HR professionals
2. Bespoke HR capability journeys for organizations

40% Alumni refer someone for an AHLC course

10 years Is the median participant experience

80% Alumni feel empowered to drive business results

200 HR leaders are a part of our alumni community

8000 HR professionals have received training via our courses
LEARNING EXPERIENCE

- Register
  - E-Learnings
  - Online Discussion
  - Learning Lab
- Get your courseware
  - Connect with peers
- Learn from our best consultants
  - Reinforce your learning
- Comprehensive Assessment
  - Certify your learning
Course Curriculum

Deploy a strategic outlook in talent acquisition
Learning journey spanning across four contact classes and a comprehensive online assessment

Online Learning Modules*  Online Discussion Boards*

*Active for one year
**EVALUATION CRITERIA**

- **E-Learnings**: 10%
- **Online Discussion**: 20%
- **Class Participation**: 20%
- **Assignments**: 20%
- **Final Assessment**: 40%

- Final Assessment can only be taken after attending all eight modules.
- Minimum 50% is required in the final assessment.
- At least 50% aggregate score is required to complete the certification.
Objectives

- Understand the various talent acquisition organization models
- Analyze strategic talent priorities under the broad themes of market maturity, organization readiness, and organization aspiration
- Learn more about different aspects of talent acquisition organization modes: team structure, process and governance

Outcomes

- Understand the micro and macro factors affecting the talent supply
- Learn how to create a recruitment strategy
- Configure your talent organization model
**Objectives**

- Identify internal and external factors which impact workforce planning
- Get a grip on different methods for manpower planning: Markov analysis, ratio analysis, bottleneck analysis
- Practice creating manpower plans for different kinds of organization

**Outcomes**

- Leverage workforce planning to translate business requirements to hiring needs
- Understand the link between the manpower plan and recruitment
- Learn statistical models to forecast manpower effectively

**Workforce Planning**

Translate business plans to accurate manpower plans
Employer Brand
Design a candidate experience to make the employer brand come alive

Objectives
- Learn the role of employer brand as a differentiator in the talent management lifecycle in today’s business environment
- Understand the linkage between consumer brand and employer brand
- Review the candidate experience to check alignment with the employer brand

Outcomes
- Learn how to align various talent acquisition processes to the EVP
- Create a candidate experience in sync with the employer brand
- Bring the employer brand alive for candidates and new hires
Sourcing
Balance build and buy; master the mantras of working effectively with sourcing channels

Objectives

• Learn when to build and when to buy: navigate the decision matrix to make the right choice for your organization

• Leverage framework for analyzing and prioritizing sourcing needs to select the optimal sourcing mix

• Get to manage a variety of sourcing channels effectively: external vendors, social media, employee referrals, etc.

Outcomes

• Formulate an effective and efficient sourcing strategy for your organization

• Govern the sourcing partners to drive the right outcomes

• Apply direct sourcing in your organization
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**Selection**
Configure your selection process to predict performance, fit and retention

**Objectives**
- Select the appropriate tools in your selection process based on the role requirement (knowledge, skills, attributes and personal characteristics)
- Master how to make the right hiring decisions using inputs from a variety of tools
- Understand how to leverage data from the hiring process in the on-boarding and training of new hires

**Outcomes**
- Understand the science of selection and assessment
- Decide which selection and assessment methods best suit your hiring needs
- Help interviewers navigate their biases in a hiring process
6

Analytics
Unleash the power of analytics to drive effectiveness and efficiency

Objectives

• Get to know the balanced scorecard approach of measuring talent acquisition
• Differentiate between performance / efficiency metrics and outcomes metrics to apply them correctly
• Choose the right set of metrics to govern talent acquisition

Outcomes

• Develop a value chain perspective of talent acquisition
• Harness analytics to measure and improve talent acquisition processes and outcomes
• Chart out the journey towards predictive metrics for your organization
Consulting Skills

Engage with hiring managers to emerge as trusted advisors

Objectives

• Learn the business partnership steps of Engage, Listen, Frame, Envision and Commit

• Explore what the stakeholders in your life want and give it to them – the way that they want it

• Practice to build a compelling business case combining different lessons

Outcomes

• Apply consulting skills when you engage with hiring managers

• Analyze your organization and position to hire the best talent

• Transforming from functional role to business driver
Objectives

• Understand how expectations from talent acquisition professionals are changing
• Learn to leverage technology rather than be controlled by it
• Get a grip on attracting different generations of workforce in your organization

Outcomes

• Focus on your development to emerge as a next generation talent acquisition professional
• Get exposed to new perspectives such as talent communities and employee networks

Next Gen TA
Stay ahead of the curve with new trends and future possibilities
Architects

Anandorup Ghose leads Aon Hewitt’s Rewards practice for South Asia. Prior to this role, he managed several client relationships in the Middle East, Asia Pacific and India in the areas of executive compensation design and benchmarking, long term incentive plan design, sales incentive plan design, governance structure definition, remuneration committee advisory etc.

Moreover, he has also worked on some large scale merger integration projects with clients in the region, primarily in the field of telecom, financial services and oil and gas. His key clients include the Aditya Birla Group, Mahindra, Genpact and Tata Consultancy Services.

Anandorup is a regular speaker at several executive compensation forums in industry associations such as All India Management Association, FICCI, and Anchorage Society for Human Resource Management.

He is ardent reader of the Economist and whenever time permits he loves to travel and experience new cultures.
Anurag has pursued a career in Human capital consulting, with over 13 years in premier organizations like Aon Hewitt and Mercer Consulting in leadership positions, out of his 15+ years of professional experience. He currently leads the Organizational Effectiveness practice for Aon Hewitt.

Pharmaceutical, O&G, Auto, Manufacturing, FMCG, Mining, Education, Healthcare, eCommerce, Government etc. are a few of the industries in which he has been advising clients in the recent past. His experience spans across business management and talent/people solution thought leadership. His focus areas range from transformational interventions like organization structure, leadership assessment & development, career architecture, performance systems, rewards, Employee Value Proposition to employee engagement and culture etc.

He is a regular speaker/panelist at forums such as CII, AIMA, DMA, NIPM, FICCI, and academic institutions such MDI & IMI. He is also a visiting faculty at MDI. He is a Hogan Certified coach and Richard Barrett & Associates accredited Culture Transformation expert.

Anurag completed his Post graduate from Tata Institute of Social Sciences, Mumbai. He is a graduate with Honors in Mathematical Statistics from Kirori Mal College, Delhi University.

Anurag Aman Leader, Organizational Effectiveness

Anurag’s Mantra
Vision without action is daydreaming and action without vision is a nightmare
Anon
Parived has rendered Talent & Organization Effectiveness advisory to various organizations across India, UAE, Sri Lanka, & South Africa. He has worked extensively on aligning HR / People Strategy with overall Business Strategy / direction of various local & international firms. He has managed integrated HR transformation projects for large complex organizations to revitalize their Human Capital proposition and has worked with hyper growth – high potential organizations to leverage HR for sustainable Business growth.


He has rendered advisory for various Fortune 500 Organizations, MNCs & Indian Conglomerates across Industry Segments – Manufacturing (Steel, Cement, Auto), IT/ITES, E-Commerce, Telecom, Healthcare, FMCG, Chemicals, BFSI, Retail, Media/Entertainment etc. He is a certified practitioner of Cognitive Process Profile (based on Stratified Systems Theory), Motivational Profile & Value Orientation.

Parived's Mantra
Talent is like water, always finds it’s level
Self
Kamakshi is a Consultant with Aon and is a part of the Talent & Performance Consulting practice. Kamakshi specializes in the area of Organization Development & Change Management and has been involved in Project Management as well as delivery of consulting assignments.

Prior to joining Aon, Kamakshi has worked with Accenture focusing on Performance Management, Career Management, Talent Development & HR Transformation.

Kamakshi holds a post graduate degree in Human Resource from International Management Institute (IMI), Delhi along with a Bachelor’s degree in Information Technology Engineering.

Kamakshi’s Mantra
There is no substitute for hard work
Thomas Edison
Registration Details

Take the leap: simple three step registration and welcome real learning
COMMERCIALS, CALENDAR & CONNECT WITH US

Learning Center
Classroom sessions
24 hours

Course Calendar
Click to view

Terms & Conditions
Click to view

Online Discussion Board
Active for one year

Participant Handbook
Pre-reads
12 hours

Certification
Aon Hewitt Certified Talent Acquisition Professional

Course Fee (inclusive of taxes)
₹50,000
Participation will be confirmed post payment

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