

People Power: HR's Role in Business for Non-HR Executives

SPJIMR Delhi Campus
August 20-21, 2026



Learning Objectives

- Understand the strategic role of HR in business growth and performance.
- Recognize how HR functions influence key business outcomes such as productivity, engagement, and retention.
- Apply HR best practices to talent management, workforce planning, and organisational culture.
- Leverage HR strategies for improving team performance and achieving business objectives.
- Collaborate effectively with HR to drive people-related business initiatives.
- Identify common HR challenges and proactively address them in their teams.

Who Can Attend

This program is ideally suited for executives in non-HR functions who have direct responsibility for leading teams and delivering business outcomes. It is particularly relevant for functional leaders in operations, sales, finance, technology, and project management who influence people's decisions but may not have formal HR training.

The program will also benefit emerging leaders and high-potential managers preparing for larger leadership roles, where managing talent, driving engagement, and aligning people strategy with business goals become critical.

Learning Outcomes

- Demonstrate a working knowledge of key HR functions and their relevance to business success.
- Analyse how HR decisions impact financial performance, innovation, and market competitiveness.
- Develop strategies to attract, develop, and retain top talent within their teams.
- Integrate HR principles into business decision-making to enhance employee performance and engagement.
- Effectively communicate and collaborate with HR professionals in their organizations.
- Apply real-world HR case studies to solve people-related business challenges.

Course Content

- Introduction to HR's Strategic Role in Business
- Talent Acquisition & Workforce Planning
- Employee Experience & Engagement
- Performance Management & Development
- Compensation, Benefits, and Retention
- HR's Role in Managing Change & Business Transformation
- Ethics, Compliance, and Workplace Culture
- Partnering with HR for Business Success
- Action Planning: Applying HR Insights to Your Business

Certificate of Participation: A certificate of successful participation by S.P. Jain Institute of Management & Research (SPJIMR) will be issued to each delegate at the completion of the programme.



ABOUT SPJIMR

SPJIMR is counted among the top 5 B schools of India. In addition to our Mumbai campus, we also have a state-of-the-art Executive Education Centre in Delhi.

We are a part of the Bharatiya Vidya Bhavan and function as an autonomous Institute with entrepreneurial agility. Our guiding principles are to influence practice and promote value-based growth. We build on this through pedagogic innovations and pioneering programmes, which have helped us carve a unique and distinctive path in management education.

SPJIMR has been accredited by the Association to Advance Collegiate Schools of Business (AACSB), Association of MBAs (AMBA) (UK), and EFMD Quality Improvement System (EQUIS).

SPJIMR is part of an elite group of institutions globally to achieve the prestigious 'Triple Crown' of accreditations, placing it among the top 1% of global business schools.

In the Financial Times MiM 2025 Ranking, SPJIMR stands out as the top-ranking Indian B-school, securing the 35th spot globally and #3 in India.

Our salient features are as follows:

- 44 years legacy of management education
- 25+ years of executive education
- Over 15,000+ alumni
- 100+ Corporate Partners
- 50+ Global Partners
- Renowned faculty with extensive corporate experience
- Globally recognized among top 5 B-Schools from India
- Triple Crown International accreditation by AMBA, AACSB & EQUIS

PROGRAMME DIRECTOR



Prof. Sushmita Srivastava

Associate Professor,
Organisation and
Leadership Studies (OLS)

Sushmita Srivastava holds a Ph.D. from XLRI Xavier School of Management, Jamshedpur. Her doctoral research conceptualised the Impact of Mentoring on Role Based Performance. She has over two decades of industry experience with Tata Steel in roles pertaining to Human Resource Management.

She joined academics in 2017 and is a faculty in the area of Organisation & Leadership Studies at SPJIMR. Her areas of core teaching interest include Industrial Relations, Talent Management, AI, Digital HR and HR Tech, HR Analytics, and Building Agile and Resilient Organisations. Her research interests are Gender and Diversity, Women empowerment, Sustainability, Sustainable Livelihood, Agri- Entrepreneurship, and Farmer Producer Companies.

She has made intellectual contributions through authoring a book as well as book chapters, publications in journals and periodicals, as well as conference presentations. She co-authored a book, "Shapers of Business Institutions – How Kiran Mazumdar Shaw Fermented Biocon," in 2020.

She has conducted Management Development Programmes for clients in Mumbai and Delhi on subjects related to managerial and leadership effectiveness.

Fees: Rs 24,900 per participant + applicable taxes
(Early Bird, Alumni and Group Discount applicable)

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W: <https://www.spjimr.org/executive-education/open-programmes>

