



# YOUNG HR LEADER CERTIFICATION 2026

**GOING GLOBAL >>**

***NOW in GCC, India & South Asia!***

**We believe -**

***Starting early makes  
all the difference!***

# 4th

EDITION

# 2900+

ALUMNI

# 450+

HR LEADERS

*HR30under30's Young HR Leader Certification is designed for an under-30 audience to enable them to fast track their HRcareer!*





# WHAT IS HR30UNDER30??

*It is an opportunity to .....*



**Open Your  
Minds.**



**Fast Track  
your Career.**



**Access HR Leaders  
from Top Companies**



**Network  
with Peers  
& form valuable  
connections**



**Change your  
Career  
Trajectory -**

Promotions,  
Mentorship, Cross  
Functional Movements,  
Specializations,



*and more...*



# YOUNG HR LEADER CERTIFICATION

***The HR30under30 Certification offers:***



**A Development Journey relevant to the  
Fast Changing World Of Work**

(Including Master Classes, Assessment Centers,  
Digital Learning Experiences, Mentoring and  
online CHRO Interactions)



**Access to Best Practices from  
across industries**



**Peer Learning from  
diverse participants**



**A chance for recognition - with the  
HR30UNDER30 Award**

(with GCC, India & South Asia Lists)



This year's HR 30under30 offers a **Young HR Leader Certification** that will cover 5 aspects that could help the participants get a stronger foothold on the emerging needs of the HR function relevant to this fast changing world!

## PROGRAM CONSTRUCT

HR 30under30 offers its participants:  
**YOUNG HR LEADER CERTIFICATION** on:



**GROWTH**  
mindset



**ENTREPRENEURIAL**  
mindset



**CHAMPIONING**  
mindset



**COLLABORATIVE**  
mindset



**DIGITAL & DATA**  
mindset



# GROWTH mindset

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## TOPICS COVERED

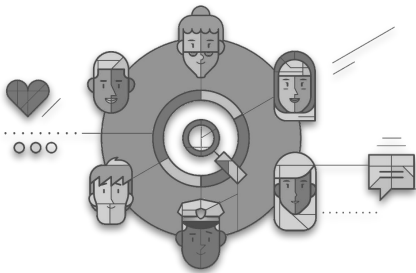
### COGNITIVE FLEXIBILITY

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### PSYCHOLOGICAL STAMINA

## LEARNING OBJECTIVES

- Identify practices to cultivate a growth mindset
- Select the appropriate cognitive models to overcome biases in various situations
- Discover ways to adapt to challenging situations





# ENTREPRENEURIAL mindset



## TOPICS COVERED

### EXECUTION RIGOR

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### BUSINESS RIGOR

## LEARNING OBJECTIVES

- Understand what “Results” mean in the Business Context
- Demonstrate flexibility and agility in execution with an iterative mindset
- Explore how to hold oneself accountable





# COLLABORATIVE mindset

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## TOPICS COVERED

### SYNERGISTIC THINKING

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### STRATEGIC NETWORKING

## LEARNING OBJECTIVES

- Identify ways to collaborate with the larger team to deliver a seamless employee experience
- Implement the best practices to build meaningful connections across the organization and industry





# DIGITAL & DATA mindset

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## TOPICS COVERED

### DIGITAL DEXTERITY

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### DATA LITERACY

## LEARNING OBJECTIVES

- Discover how to leverage the power of "Digital" for execution excellence and innovation
- Use a scientific approach to decision making using the power of data





# CHAMPIONING mindset

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## TOPICS COVERED

### COMMUNICATE TO ENGAGE

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### COMMUNICATE TO INFLUENCE

## LEARNING OBJECTIVES

- Apply the elements of ethos, pathos and logos to effectively influence stakeholders
- Discuss how to tailor the communication for different stakeholders and situations
- Devise a compelling communication strategy to make your message land well across various stakeholders



## PROGRAM COMPONENTS



### Assessment Center

Know yourself



### 360 Degree Feedback

Understand your blind spots



### Master Classes

Learn from the best



### Digital Learning Journey

Get bytes of wisdom



### Experience Interview

Build Growth Roadmaps



### Mentoring & Networking

Build a lasting tribe



### HR30under30 Award

With GCC, India & South Asia Lists



# MISSIONS & LEARNING METHODS

**Kick Off &  
Orientation  
Session**

**Assessment  
Center**

**Development  
Journey**

*5 Master Classes*

*Digital Learning*

**360 Degree  
Feedback**

**Mentor  
Interaction**

**Experience  
Interview**

**100under30  
Shortlist**

**Final Jury  
Round for  
100under30**

**HR30under30  
Announcement**

- Virtual Sessions (VILTs)
- Scenarios
- Self-paced Digital Learning (iDev Plus)
- Case Studies
- Read to Learn
- Video based Learning
- Quizzes



1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24 <b>Kick Off &amp; Orientation Session</b> + <b>Assessment Center Launch</b>	25	26	27	28 <b>Master Class I: GROWTH MINDSET</b> + <b>Digital Learning Journey Launch</b>
29	30	31	1	2	3	4

5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

**Assessment Center Completion Deadline**

**COLLABORATIVE MINDSET**  
+  
**Assessment Center Report Debrief**  
+  
**360 Degree Feedback Launch**

**Master Class 3: DIGITAL & DATA MINDSET**

**Master Class 4: ENTREPRENEURIAL MINDSET** + **360 Degree Report Debrief**

CHAMPIONING MINDSET

360 Degree Feedback Deadline

Experience Interview Launch

Experience Interview Deadline

Mentor Interaction

1	2	3	4	5	6
Digital Learning Journey Deadline					
7	Closing The Loop Session	9	10	11	12
14	HR 100under30 Announcement	16	17	18	
				Jury Round (Only for 100u30)	20
21	22	23	24	25	26
27					
28					
29					
30	Virtual Award Ceremony	30	1	2	3
4	5	6	7	8	9
10	11	12	13	14	15



## WHO IS THIS FOR

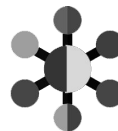
***IT IS NOT JUST FOR TOP TALENT!***

***It's for anyone & everyone from HR functions who wants to GROW - regardless of background / performance.***



**Individuals working in the  
HR & allied functions of an  
organization**

*Learning & Development  
Talent Management  
Talent Acquisition  
Org Development  
Org Effectiveness  
HR Business Partner*



**Organisations that want to  
champion learning for  
under-30 team members**

*We have had multiple companies  
sponsor cohorts of 15-20 & also smaller  
companies who have sponsored a  
handful of younger  
HR talent!*



## HOW TO ENTER



### STEP 1

Participants must be 30 OR under 30 years old as of 1st March 2026

*This means that if one is born anytime on/after 1st March 1996, one are eligible to enter!*



### STEP 2

Participants can apply individually on the website  
**OR**  
be nominated by their organization



### STEP 3

Pay the Entry Fee

**INR 20,000 + GST  
per participant**

\*NO REFUNDS are possible once payment has been made.



# 2025 Mentors

Our mentors are HR40under40 Winner Alumni – perfectly poised to guide the HR30under30 participants to success!

*Here is what some of them are saying ....*



## MENTOR SPEAKS

“ Creating a wide array of exposures for young HR professionals, especially in the first 10 yrs. of their career will go a long way in making them well rounded leaders. Quite excited about the potential HR30under30 has to make this a reality for participants! ”



HUZAIFA MERCHANT  
**Aditya Birla Group**

“ Such a wonderful platform for professionals to connect with each other. The mentoring sessions give an opportunity to interact with eminent leaders too! ”



DEVADITYA SANYAL  
**Amazon**

“ A great platform for the bright minds in HR to unveil their true potential. ”



KANUPRIYA JAGGI  
**Flipkart**



## MENTOR SPEAKS

“Age is just a number and potential is not limited by it- Here's to the young bright talent in HR to break the norms of popular opinions on age/years of experience being a barrier to success & shine to celebrate their true potential in HR30under30.”



DIVYA AMARNATH  
**Flipkart**

“An amazing journey filled with opportunities to learn and network, meet old friends and make some new ones!”



ARSH RACHIT  
**PhonePe**

“This journey has all the aspects of a beautiful learning experience, from learning snippets, case studies, workshops, meeting inspiring people & the jury round.”



ATMA GODARA  
**Netflix**

# **2025 Testimonials**



## *Impact Stories - HR30under30*



**SHASHANK SAXENA**

HR Partner, Digital & Process Excellence,  
Dr. Reddy's Laboratories



**SHARON BASHYAM**

Associate - People & Culture,  
Nuclei

***"I wanted to get better direction for my career as I hear many pieces of advice in a day. Through Mentor Connects and Panel Discussions, I got unique and practical insights into how my future can look. Now I am not limiting myself to a certain domain; I am ready to explore even out of the HR area, which may contribute to my business understanding."***

***"As a budding HR professional, my commitment was to gain a comprehensive understanding of the HR function beyond routine tasks. This program helped me better understand business operations, the expanded role of HR, and how to push myself to the next level professionally."***



## *Impact Stories - HR30under30*



**RAHUL DHIMAN**

Senior Manager - HR Strategy | CHRO's Office,  
Hero Cycles Ltd



**PUJA SUNDARAM**

Talent Acquisition Partner,  
BSI India

*"I joined this journey eager to learn, and **the sessions have significantly shifted my perspective.** I've realized that learning isn't just about acquiring knowledge; it's about applying it and adapting to change. I've learned the importance of not letting obstacles hinder my growth but instead using them as opportunities for adaptation and progress."*

*"I wanted to learn and get exposure to the **different aspects of HR** and get insights from HR leaders so I can grow in my career. I got a lot of takeaways from the course & from HR leaders. I am positive this journey will be the best investment I have ever made."*



**FOR MORE INFORMATION,  
PLEASE VISIT:**  
[www.hr3ounder30.com](http://www.hr3ounder30.com)

**FOR ANY ASSISTANCE,  
PLEASE REACH OUT TO:**  
[hr3ounder30@jombay.com](mailto:hr3ounder30@jombay.com)

**JOMBAY**