JOMBAY

HR 30 under THIRTY

YOUNG HR LEADER

Certification 2027

GOING GLOBAL

Now in GCC, India and South Asia

We believe

STARTING EARLY

MAKES ALL THE DIFFERENCE

5th
Edition

450+
Leaders

3000+
Alumni

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

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,

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)

Program Construct

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!

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

Entrepreneurial
Mindset

Collaborative
Mindset

Championing
Mindset

Digital & Data
Mindset

Growth
Mindset

Growth *Mindset*

Topics Covered	Learning Objectives
Cognitive Flexibility	• Identify practices to cultivate a growth mindset
Psychological Stamina	• Select the appropriate cognitive models to overcome biases in various situations • Discover ways to adapt to challenging situations

Entrepreneurial *Mindset*

Topics Covered	Learning Objectives
Execution Rigor	• Understand what “Results” mean in the Business Context
Business Rigor	• Demonstrate flexibility and agility in execution with an iterative mindset • Explore how to hold oneself accountable

Collaborative *Mindset*

Topics Covered	Learning Objectives
Synergistic Thinking	• Identify ways to collaborate with the larger team to deliver a seamless employee experience
Strategic Networking	• Implement the best practices to build meaningful connections across the organization and industry

Digital & Data *Mindset*

Topics Covered	Learning Objectives
Digital Dexterity	• Discover how to leverage the power of "Digital" for execution excellence and innovation
Data Literacy	• Use a scientific approach to decision making using the power of data

Championing *Mindset*

Topics Covered	Learning Objectives
Communicate To Engage	• Apply the elements of ethos, pathos and logos to effectively influence stakeholders
Communicate To Influence	• 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

Program Timelines

March 2027

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
			17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- **17** — Kick Off & Orientation Session + Assessment Center Launch

April 2027

SUN	MON	TUE	WED	THU	FRI	SAT
				1		3
						10
11	12					
18	19	20				24
25	26	27	28	29	30	

- **3** — Master Class 1: *GROWTH MINDSET* + Digital Learning Journey Launch
- **5** — Assessment Center Completion Deadline
- **8** — Master Class 2: *COLLABORATIVE MINDSET* + 360 Degree Feedback Launch
- **17** — Master Class 3: *DIGITAL & DATA MINDSET* + Assessment Center Report Debrief
- **24** — Master Class 4: *ENTREPRENEURIAL MINDSET* + 360 Degree Report Debrief

May 2027

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4				
9	10	11	12	13		
		18	19	20	21	22
23	24	25	26	27		
30	31					

- **7** — 360 Degree Feedback Deadline
- **8** — Master Class 5: *CHAMPIONING MINDSET* + Experience Interview Launch
- **17** — Experience Interview Deadline
- **29** — Mentor Interaction
- **31** — Digital Learning Journey Deadline

June 2027

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6			9	10	11	12
13			16	17		
20	21	22	23	24	25	26
27				31		

- **8** — Closing The Loop Session
- **15** — HR 100under30 Announcement
- **19** — Jury Round (Only for 100u30)
- **30** — Virtual Award Ceremony

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

You should be 30 OR under 30 years old as of 1st March 2027

(This means that if you are born anytime on/after 1st March 1997, you 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 22,000 + GST per participant

*NO REFUNDS are possible once payment has been made

2026 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

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
Godrej Industries Group

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 GODRA
ACME Group

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
Grasim INdustries limited, Birla Opus Paints

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
Kraft Heinz

2026 TESTIMONIALS

Hear from our Alumni

"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."

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

"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."

SHARON BASHYAMJ
Associate - People & Culture, Nuclei

Hear from our Alumni

"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."

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

"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."

PUJA SUNDARAM
Talent Acquisition Partner. BSI India

JOMBAY®
A CIEL HR GROUP COMPANY

FOR MORE INFORMATION, PLEASE VISIT:

www.hr30under30.com

FOR ANY ASSISTANCE, PLEASE REACH OUT TO:

hr30under30@jombay.com