



# FUTURE HR LEADER CERTIFICATION 2025

**PROGRAM  
CONSTRUCT**



# PROGRAM CONSTRUCT

HR40under40 offers a **Future 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!

**HR40under40** offers its participants:

**FUTURE HR LEADER CERTIFICATION** on:



**BUSINESS**  
mindset



**INCLUSIVE**  
mindset



**CHAMPIONING**  
mindset



**DIGITAL & DATA**  
mindset



**COLLABORATIVE**  
mindset



FUTURE HR LEADER > BUSINESS MINDSET

## TOPICS COVERED

## LEARNING OBJECTIVES

### BIG PICTURE THINKING

**Learn how to find business relevance** in everything, analyze the big picture and align HR / Talent initiatives to strategic business priorities.

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### CLIENT COMPREHENSION

**Explore how the persona and preferences of (internal and external) customers are evolving** in the post pandemic world and how the HR function can equip itself to deal with these.

# BUSINESS

## mindset

WHAT THE  
BUSINESS  
WANTS YOU  
TO KNOW





FUTURE HR LEADER > CHAMPIONING MINDSET

## TOPICS COVERED

### BRAND STEWARDSHIP

### INFLUENCE WITHOUT AUTHORITY

## LEARNING OBJECTIVES

Practice how to promote the big picture, key projects & initiatives among relevant stakeholders and consumers of those initiatives.

Apply various influencing techniques & best practices in order to influence your peers, crucial stakeholders and other internal customers.

# CHAMPIONING mindset

CHAMPIONING  
A CAUSE





# COLLABORATIVE mindset

COLLABORATION IS  
MULTIPLICATION

## TOPICS COVERED

### SYNERGISTIC THINKING

## LEARNING OBJECTIVES

Discuss how to **foster synergy & leverage collective genius** to achieve people goals together.

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### SYSTEMS THINKING

Know how to **establish reliable structures & systems within the team as well as business stakeholders** to facilitate collaboration.





**TOPICS COVERED**

**PSYCHOLOGICAL SAFETY**

**LEARNING OBJECTIVES**

Discuss how to nurture **an environment of trust, vulnerability and psychological safety** in BANI (Brittle, Anxious, Non-linear, Incomprehensible) times.

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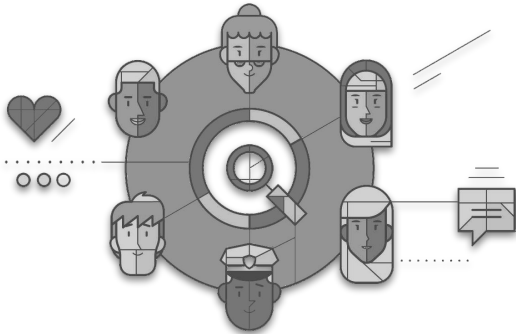
**BALANCING BIASES**

**Develop a deep awareness of common workplace biases** that impede a culture of inclusion, togetherness and collaboration in a hybrid world.

# INCLUSIVE mindset

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ART OF BEING  
INDEPENDENTLY TOGETHER





**TOPICS COVERED**

**DIGITAL ACUMEN  
& DATA ACUMEN**

**LEARNING OBJECTIVES**

Analyze the **impact of an increasingly digital landscape** on your industry and business.

Explore **how to leverage the power of digital technology and data** to enable the organization in being more **frugal & pragmatic**.

Discuss the importance of being data driven in **decision making & building narratives**.

# DIGITAL & DATA mindset

THE DIGITAL WORLD  
WAITS FOR NO ONE





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