



Confederation of Indian Industry

CII National HR Excellence

Assessor Training Workshop

Course Topics:

- **The Excellence Model:** Gain a holistic understanding of the integrated view towards HR excellence.
- **Business Integration:** Learn to align assessment methodologies with strategic business planning and improvement initiatives.
- **EFQM Excellence Model:** Explore how this renowned framework intersects with the HR Excellence Framework, amplifying your assessment capabilities.
- **Collaborative Exercises:** Engage in syndicate exercises to sharpen your assessment and consensus scoring skills in a collaborative environment.
- **Strategic Reporting:** Master the art of developing insightful status reports for internal assessment or award application, elevating your organizational impact.
- **Strengths Identification:** Acquire techniques for effectively assessing organizational strengths and identifying areas for improvement, empowering you to drive meaningful change.

Who Should attend:

- CHROs, HR Heads and Mid-level HR Professionals

Benefits of Becoming a Certified Assessor:

- **Collaborative Learning Environment:** Join forces with seasoned HR professionals, all certified CII Assessors hailing from diverse organizations, fostering a culture of collaboration and teamwork.
- **Hands-On Learning:** Immerse yourself in real-world scenarios by physically visiting organizations during assessments, providing invaluable opportunities to witness and learn firsthand the industry's best practices.
- **Executive Exposure:** Engage in meaningful interactions with senior-level executives including MDs, CEOs, CXOs, and CHROs spanning various sectors, expanding your professional network and gaining insights from top industry leaders.
- **Recognition and Commendation:** Receive a prestigious Acknowledgement Certificate and mementos from CII upon successful completion of an assessment cycle, acknowledging your dedication and contribution to HR excellence.

- **Professional Growth and Expertise Enhancement:** Elevate your skill set, broaden industry knowledge, and position yourself as a leader in HR excellence assessment, opening doors to new career opportunities and advancement within the HR domain.
- **Strategic Alignment:** Learn to seamlessly integrate assessment methodologies with strategic business planning, ensuring HR initiatives are aligned with organizational goals.
- **Networking Opportunities:** Connect with senior HR leaders and industry experts, expanding your professional network and gaining valuable insights into industry best practices.

Criteria for Becoming a CII HR Excellence Award Assessor:

- **Extensive Experience:** Possess a minimum of 6+ years of hands-on experience in core HR functions. Ideal candidates should have 8+ years of experience, demonstrating a deep understanding of HR dynamics and practices.
- **Certification Prerequisite:** Successfully complete the rigorous 3-day CII HR Excellence Assessor Training Program. This certification equips Assessors with the necessary tools and methodologies to effectively evaluate HR practices and initiatives.
- **Dedication to Excellence:** Show a strong commitment to excellence and continuous improvement in the field of HR. Assessors play a pivotal role in upholding and promoting best practices, driving organizational growth and competitiveness.
- **Collaborative Spirit:** Embrace teamwork and collaboration, as Assessors work alongside experienced HR professionals from diverse backgrounds. This collaborative environment fosters knowledge sharing and enriches the assessment process.
- **Analytical Skills:** Demonstrate strong analytical and critical thinking skills essential for evaluating HR processes, identifying strengths, and recommending areas for improvement. Assessors provide valuable insights to organizations striving for HR excellence.
- **Ethical Conduct:** Uphold the highest standards of integrity and professionalism throughout the assessment process. Assessors must maintain impartiality and objectivity to ensure fair and accurate evaluations.

FACULTY PROFILE:

Mr. Shivakumar KR
Chief Excellence Officer & Founder
AVISH

Profile

- BE (Indl& Prodn Engg), MBA (Tech Mgmt) with 30+ years of Industry and Consulting experience.
- IICA Certified Independent Director (Ministry of Corp Affairs GOI Empaneled)
- Former Principal Counsellor & Head, Business Excellence- CII Institute of Quality
- 15 Years@ CII, 10 Years with the Toyota Group and 4 Years with the Rane Group.
- Experience of working with over 400+ companies across sectors in my past role at the Confederation of Indian Industry
- Exposure to Small & Medium Businesses, Large Cos, MNCs & homegrown companies and associated.
- Business models and Operating Context
- Networked with Industry & Subject matter experts to offer value.
- Over 20,000+ hours of Training and Consulting over the last one and half decade plus.
- Helped develop customized Assessment models for many Organizations on different domains.

Professional Certifications

- Trained AOTS Alumni / TQM Facilitator
- Trained Toyota Lean Practitioner
- Certified Independent Director By IICA affiliated To The Ministry Of Corporate Affairs.
- International Assessor for Business Excellence- Certified By EFQM
- Level 3 Qualitist (Highest) by QIMPRO
- Certified practitioner coach by CTT (Affiliated to ICF)
- LinkedIn Profile

<https://www.linkedin.com/In/Shivakumar-k-r-6219887/>