

9th
EDITION

JOMBAY
HR
40
under
FORTY

®

FUTURE HR LEADER CERTIFICATION 2026

GOING GLOBAL >>

NOW in GCC, India & South Asia!

The HR40under40 Certification offers:



**FUTURE
HR LEADER
CERTIFICATION**



A Development Journey relevant to the Fast Changing AI Workplace

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



Access to Best Practices from across industries



Peer Learning from diverse participants



**A chance for recognition -
with the HR40UNDER40 Award**
(with GCC, India & South Asia Lists)

9

EDITIONS

3300+

ALUMNI

450+

HR LEADERS
(as Mentors & Jury)

***Largest Global Development Program for
HR Leaders with exposure to best practices!***





PROGRAM CONSTRUCT

HR40under40 offers a **Future HR Leader Certification** that will cover 5 aspects that could help the participants accelerate their HR career & get a stronger foothold on the emerging needs of the HR function relevant to this fast changing AI workplaces!

HR40under40 offers its participants:

FUTURE HR LEADER CERTIFICATION on:

➤ **BUSINESS**
mindset

➤ **INCLUSIVE**
mindset

➤ **CHAMPIONING**
mindset

➤ **DIGITAL & DATA**
mindset

➤ **COLLABORATIVE**
mindset



PROGRAM CONSTRUCT

BUSINESS Mindset

BIG PICTURE THINKING

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

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.

CHAMPIONING Mindset

BRAND STEWARDSHIP

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

INFLUENCE WITHOUT AUTHORITY

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

COLLABORATIVE Mindset

SYNERGISTIC THINKING

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

SYSTEMS THINKING

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

INCLUSIVE Mindset

PSYCHOLOGICAL SAFETY

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

BALANCING BIASES

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

DIGITAL & DATA Mindset

DIGITAL ACUMEN

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.

DATA ACUMEN

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



PROGRAM COMPONENTS



Assessment Center

Know yourself



360 Degree Feedback

Understand your blind spots



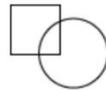
Master Classes

Learn from the best



Digital Learning Journey

Get bytes of wisdom



Experience Interview

Build Growth Roadmaps



Mentoring & Networking

Build a lasting tribe

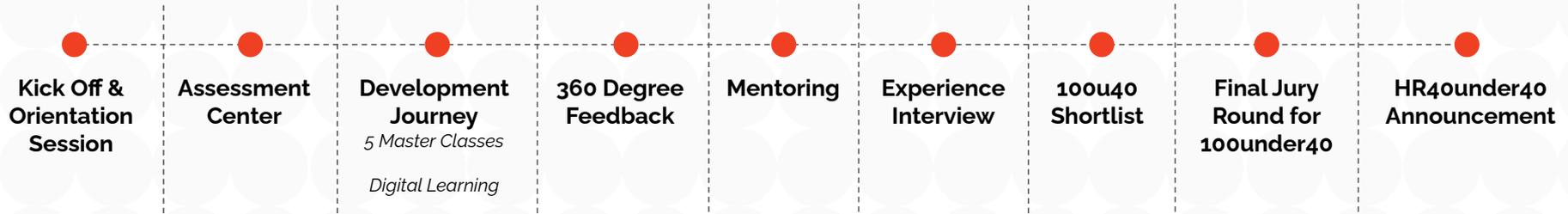


HR40under40 Award

With GCC, India & South Asia Lists



MILESTONES



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

August 2026

SUN	MON	TUE	WED	THU	FRI	SAT
						1
						8
						15
						22
						29
						31

Kick Off & Orientation session + Assessment Development Center Launch → 19

Master Class 1: Business Mindset + Digital Learning Journey Launch → 22

Master Class 2: Collaborative Mindset + 360 Degree Feedback Launch → 29

Assessment Center Completion Deadline → 31

September 2026

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
						12
						19
						26

Master Class 3: Championing Mindset + Report Interpretation → 19

Master Class 4: Inclusive Mindset + 360 Degree Feedback Completion Deadline → 26

October 2026

SUN	MON	TUE	WED	THU	FRI	SAT
						8
						15
						22
						29

Master Class 5: Digital & Data Mindset + Experience Interview Launch + 360 Degree Feedback Report Interpretation → 10

Experience Interview Deadline → 19

Mentor Interaction → 31

November 2026

SUN	MON	TUE	WED	THU	FRI	SAT
						7
						14
						21

Digital Learning Journey Deadline → 2

Closing the Loop Session → 5

100under40 Announcement → 12

Final Jury → 21

December 2026

SUN	MON	TUE	WED	THU	FRI	SAT
						5
						12
						19
						26
						31

HR40under40 Virtual Award Ceremony → 2

PROGRAM TIMELINES

WHO IS THIS FOR



INDIVIDUALS in HR & allied functions of an organization who **want an expedited career path & get global recognition!**



LEARNING &
DEVELOPMENT



TALENT
MANAGEMENT



TALENT
ACQUISITION



ORG
DEVELOPMENT



ORG
EFFECTIVENESS



HR BUSINESS
PARTNERS

WHO IS THIS FOR



Organisations that want to
champion learning opportunities
for their HR professionals

Want to build
an **external**
perspective for their
HR professionals

Want their teams to
learn **best practices of**
the industry

Want to **build**
“future-ready”
managers

Want a **well rounded**
development program



HOW TO ENTER?



STEP 1

Confirm Participation

Make sure participants are 40 OR under 40 yrs old as of 1ST AUGUST 2026

(This means that if they are born anytime on/after 1st Aug 1986, they are eligible to enter!)



STEP 2

Fill the registration form



STEP 3

Pay the Program Fee

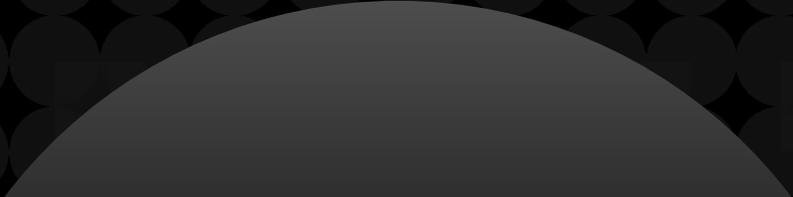
**Pricing of
Rs. 35,000 +GST**

Deadline 15th July 2026

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



Here are
OUR ALUMNI





ALUMNI SPEAKS

As an alumni, my experience & enrichment is beyond just Being amongst the top 40, As I have been able to build strong connects and learn from experiences not only within the HR fraternity, but also with other functional and business leaders



JONATHAN D'SOUZA

Welspun Group

I've participated in my fair Share of training & development Programs, both sponsored by my organisation & on my own in the last decade & a half of professional life; and I can safely say Jombay HR40under40 is probably the most engaging meritocratic & professional program.



MAJOR KARTHIK PANCHAPAKESAN

TVS Motor Company



ALUMNI SPEAKS

It is the learning and its implementation that is at the core of HR40under40. The Journey is unlike a 2-day program which you may forget in a few months

JYOTI MENEZES

Piramal Enterprises Ltd,
IndiaRF



It for me has been a journey of self-discovery & co-learning. The virtual assessments were state of the art, impactful & interesting

PRASAD NAYAK

A.P. Moller - Maersk



ABOUT JOMBAY

Jombay builds managers and leaders for this fast changing world of work. We are known for our talent interventions with fortune 500 clients and for our wildly popular 40under40, 30under30 & Women Leadership Programs.

73

NPS

150K

Managers
Developed

85%

Program
Completion

4.8/5

Master Class
Feedback

Thank you.

JOMBAY

For any queries, please connect at:
HR40under40@jombay.com