

# CHRO Impact Program

**Immersive development for CHROs and successors.**

## The role of the Chief Human Resource Officer is changing.

The dynamic pressures of business are forcing today's CHROs to think, act, and create impact differently. CHROs are being held accountable for a much wider range of business outcomes than before, including:

- ▶ **The operational basics:** Keeping the HR infrastructure running with maximum consistency at minimum cost.
- ▶ **The talent system:** Developing and deploying an integrated and aligned talent management and development system to deliver important outcomes.
- ▶ **Organizational advocacy:** Articulating, enriching and representing the employer brand both internally and externally.
- ▶ **Enterprise agility:** Enabling and ensuring agility of the enterprise to identify and respond to external forces ahead of time and better than the competition.

The challenge for CHROs today is clear. They need to strategically move from the role of business partner to enterprise leader. The rest of the organization depends on this.

## Key components.

The CHRO Impact Program is a powerful and immersive experience for incumbent CHROs or in-succession candidates looking to create greater impact in their organization.

- ▶ **Content:** What the CHRO knows and their comfort level with technical content in key HR, organizational, and talent areas.
- ▶ **Context:** How the CHRO understands and adapts to the internal and external context of the organization and the industry.
- ▶ **Credibility:** What the CHRO is passionate about and how he or she creates the advocacy and change-readiness for it.

## At a glance:

- ▶ Powerful and immersive three and a half-day learning experience.
- ▶ Targeted for CHRO incumbents and succession candidates.
- ▶ Participants have the opportunity to network and learn from other CHROs.
- ▶ Participants work on a real HR/talent project to ensure application of learnings.
- ▶ Participants learn what is expected of CHROs today and in the future from esteemed industry guest speakers.
- ▶ Participants engage in a follow-up coaching session with a former CEO or board member.

## The experience.



## Korn Ferry's Senior HR Executive Development solutions.

Korn Ferry knows senior HR professionals sit at the epicenter of impact, with leadership and influence on organizations' most critical strategic lever: talent. Our comprehensive suite of Senior HR Executive Development solutions is designed to accelerate the contribution of CHROs, senior HR executives, and those driving critical change on senior HR teams.

- ▶ CHRO Impact Program.
- ▶ HR Professional Coaching Program.
- ▶ HR Leader Succession Program.
- ▶ HR Business Simulation.
- ▶ HR Executive to Leader Institute.