



School of Human Resources
and Labor Relations
MICHIGAN STATE UNIVERSITY

CHRO LEADERSHIP ACADEMY

2026



Michigan State University's
Premier Human Resources Leadership Program
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Program Details



Length

- 9-month program
- March - November



Modality

- Virtual one-on-one coaching
- Flexible scheduling with your coach to accommodate other obligations
- Online video modules
- Small group discussions



Networking

- Cohort approach
- One-day kickoff event in the spring
- Two-day in-person networking and completion ceremony in the fall (optional)



Investment

- \$25,000 (no application fee)
- Flexible Payment Options: Pay in full or split into two payments—\$12,500 due by March 1 and \$12,500 by June 1





Curriculum Overview



Technical Competencies

- Board & Governance
- Talent Management & Strategy
- Advisor & Coach to the CEO
- Executive Compensation
- Understanding of European Work Rules (Co-determination, Work Councils, TUPE)
- Aligning HR Strategy to Business Strategy
- Custodian of Culture, Diversity & Inclusion
- Business Partner to Executive Team
- Change Management including but not limited to organization structure and new work environments



Interpersonal Competencies

- Self-Understanding & EQ
- Strategic Communication and Storytelling
- Business & Financial Acumen
- Political Savvy
- Strong Relationships with Peers
- Courage
- Analytical/Data Savvy
- Comfort and Agility Leading through Disruption and Change



From Our CHRO Leadership Academy Graduates



"When you go into a role, often times you are learning on the job. The CHRO program through Michigan State gives you a network of professionals in the same boat that you are, to help you navigate uncertain waters. Meeting people in similar roles and industries, who are dealing with the same things I'm dealing with, has been incredibly powerful. And, having a one-on-one coach that helps you with your specific scenarios, has been really impactful."

– Kelly B.

Global Vice President of Talent Acquisition

"The program has helped provide me clarity on what the CHRO role really entails, and has given me clear guidance on the skills and experiences that I need to have in my current role to make sure that I'm ready when the opportunity arises for me. "

– Matthew M.

General Manager of People Operations

"The most impactful part of the Academy experience has been the exposure to at least a couple dozen sitting and retired CHROs. So if I have a challenging day or a challenging situation, I have 10 people that I can text and call that have probably dealt with this and can help coach me through it."

– Rebecca D.

Vice President, Human Resources

CHRO Leadership Academy Program Overview



Developing Visionary HR Leaders for the Future of Work



The **CHRO Leadership Academy** is tailored for individuals who are new to the Chief Human Resources Officer or Chief People Officer role, as well as those on the succession path for top HR leadership positions.

This exclusive program is designed to elevate your leadership capabilities, equipping you with the strategic insight, executive presence, and advanced skills needed to excel at the highest levels of HR. Through collaboration with distinguished program leaders and experienced CHRO coaches, you will gain the tools to navigate the unique challenges and responsibilities that define HR leadership today and in the future.

Program Features

Personalized, one-on-one coaching is the greatest differentiator of this program. You will have a current or former CHRO dedicated to supporting you and your professional growth and success.



Your coach will work with you to:

- Assess your current skills against the requirements of the role, leveraging your strengths to optimize the learning experience.
- Develop a personalized plan focused on strategies to help you succeed in the areas that matter most.
- Connect you to educational modules featuring Michigan State University expert faculty and senior HR executives.
- Regularly review your progress, making real-time adjustments to address evolving challenges, opportunities, and coaching needs.
- Build a network of peers and mentors to support your continued growth and success in the CHRO role.



A Customized Approach to Executive HR Leadership



Personalized Learning

The CHRO Leadership Academy is not a one-size-fits-all program. We recognize that every HR leader's journey is distinct, shaped by unique organizational challenges, leadership styles, and career trajectories.

Through practical educational modules, personalized one-on-one coaching, and collaborative small cohort discussions, we ensure that your experience aligns with your specific goals and the demands of your role.

Our Network of HR Leaders Becomes Your Network

As a participant in the CHRO Leadership Academy, you'll join a distinguished community of senior HR executives and thought leaders. Backed by decades of history and expertise, Michigan State University is one of the world's leading academic institutions, renowned for preparing some of the brightest minds in the human resources profession worldwide.

Certification

Individuals who complete the program will be conferred with a formal certificate indicative of their being a Michigan State University Leadership Academy CHRO.





Learn More

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