



School of Human Resources
and Labor Relations
MICHIGAN STATE UNIVERSITY

CHRO LEADERSHIP ACADEMY

Michigan State University's
Premier Human Resources Leadership Program

WHO SHOULD JOIN THE CHRO LEADERSHIP ACADEMY?



The CHRO Leadership Academy is for individuals new to the Chief Human Resources Officer or Chief People Officer role, or on the succession plan for top HR roles.

The goal of this elite program is to build upon your current skills and prepare you for top HR positions. You will partner with program leaders and coaches who understand the unique responsibilities that come with HR leadership.

WHY JOIN THE CHRO LEADERSHIP ACADEMY?

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 role's requirements, 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 faculty and senior HR executives.
- Regularly review your progress, making real-time adjustments to address evolving challenges, opportunities, and coaching needs.

"What differentiates this program is that it is highly customized to meet your individual needs"

**- STEVE FITZGERALD
PROGRAM MANAGER**

HOW THE CHRO LEADERSHIP ACADEMY PREPARES YOU FOR SUCCESS



Our HR leaders and faculty experts bring valuable experience and a clear understanding of what it takes to succeed as a CHRO. They have identified the critical skills and competencies required of human capital leaders today.

This network of HR leaders becomes your network, collaborating with you to design a road map for achieving leadership excellence in top HR positions.

The MSU Academy CHRO is someone who has mastered the essential elements of the modern CHRO role for their organization, including:

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

Gain access to a lifelong network of HR leaders and professional support
Email mzaremba@msu.edu to schedule a call and learn more