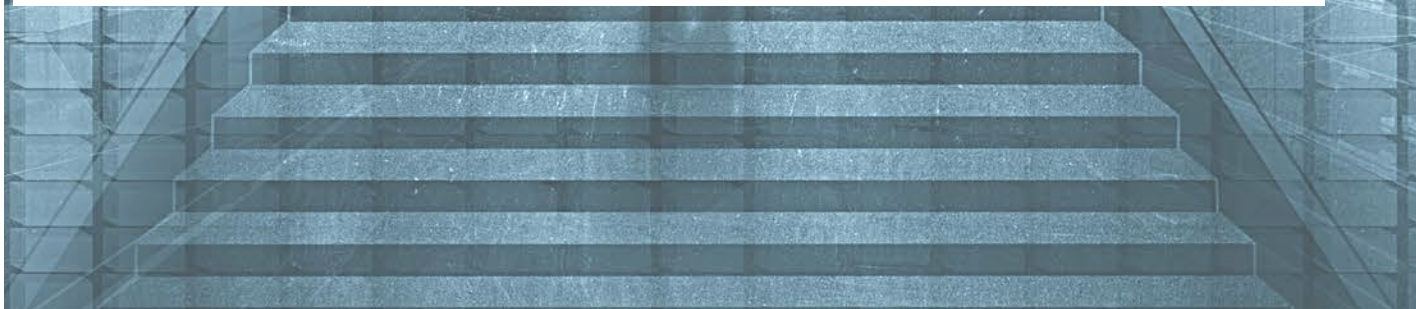




School of Human Resources
and Labor Relations
MICHIGAN STATE UNIVERSITY

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?

You will have a current or former CHRO as a dedicated coach for this customized 9-month program.

They will be your personal guide to:

- Assess your current skills vs the requirements of the role, to ensure that they leverage your existing strengths and optimize your learning experience
- Create a unique plan with personalized coaching through every step
- Link you to educational modules featuring Michigan State University faculty and sitting HR senior executives
- Assess your progress - adjusting in real time to your needs as they arise

"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 have the experience and clear understanding of what it takes to succeed as a CHRO. They have identified the critical skills and competencies being demanded of human capital leaders today, and will **help you build your customized road map to achieve 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
- Ability to communicate & Storytelling
- Business & Financial Acumen
- Political Savvy
- Strong Relationships with Peers
- Courage
- Analytical/Data Savvy
- Comfort and agility dealing with disruption and change

**For more information please email mzaremba@msu.edu with the subject line "CHRO Leadership Academy."
Visit our website [here](#).**

