



School of Human Resources  
and Labor Relations  
MICHIGAN STATE UNIVERSITY

# CHRO LEADERSHIP PROGRAM

EXECUTIVE DEVELOPMENT FOR CHIEF HUMAN RESOURCES OFFICERS,  
CHIEF PEOPLE OFFICERS, AND SUCCESSOR CANDIDATES

2026



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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 in March 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 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 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 Program Overview



Developing Visionary HR Leaders for the Future of Work



The CHRO Leadership Program is built for senior HR leaders who are stepping into the Chief Human Resources Officer or Chief People Officer role, as well as those on the succession path for enterprise-level HR leadership.

This program is designed to accelerate your readiness for the C-suite. Participants strengthen their ability to make high-stakes decisions, communicate with influence, and operate with an enterprise mindset. Through close collaboration with program faculty and experienced CHRO coaches, you will examine the realities of leading at the executive level, including advising CEOs and boards, shaping executive compensation strategy, and aligning people strategy with the priorities of the business.

The program offers a confidential, practical environment where you can test your thinking and build a trusted network that is there to support you in navigating the opportunities and challenges unique to your current and future role.

# 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 Program is not one-size-fits-all. 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.

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## **Our Network of HR Leaders Becomes Your Network**

As a participant in the CHRO program, 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 receive a formal certificate from Michigan State University recognizing completion of the CHRO Leadership Program.





# Learn More

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