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CHRO – Chief Human Resources Officer

Duration: 5 Days

Language: en

Course Code: MG2 - 212

Objective

By the end of this course, participants will be able to:

- Understand the evolving role and responsibilities of the modern CHRO.
- Develop and execute human capital strategies aligned with business goals.
- Lead organisational transformation through people-centric change management.
- Build agile, inclusive, and high-performing cultures.
- Measure and communicate HR's strategic impact to the C-suite and board.
- Design future workforce strategies and upskill HR teams for digital readiness.

Audience

This course is ideal for:

- CHROs, HR Directors, and VPs of HR.
- Senior HR professionals transitioning into executive roles.
- HR Business Partners and Talent Leaders preparing for C-suite positions.
- CEOs and COOs seeking to strengthen HR leadership within their organisations.
- Professionals working in large enterprises, multinational corporations, or public sector leadership.

Training Methodology

The course combines expert-led instruction, real-world case studies, executive-level discussions, and guided reflection. It concludes with a strategic HR roadmap activity, enabling participants to apply their learnings to their organisational context.

Summary

The role of the Chief Human Resources Officer (CHRO) has evolved into a strategic leadership position responsible for aligning talent management with business objectives. As organisations face rapid transformation, the CHRO plays a pivotal role in driving culture, managing change, and developing future-ready workforces. This course equips senior HR professionals with the knowledge, frameworks, and tools to operate effectively at the executive level.

From leading human capital strategy to fostering innovation, inclusion, and resilience, participants will gain deep insights into how CHROs contribute to long-term organisational performance.

Course Content & Outline

Section 1: The Strategic Role of the CHRO

- Defining the CHRO’s scope in today’s executive leadership.
- Strategic alignment between HR, business goals, and shareholder value.
- Building credibility and influence at board and executive level.
- CHRO as a driver of culture, ethics, and corporate governance.
- Understanding the HR ecosystem: workforce trends, digital disruption, and stakeholder expectations.

Section 2: Human Capital Strategy and Workforce Planning

- Designing an HR strategy aligned with long-term organisational goals.
- Talent segmentation and workforce mapping.
- Strategic workforce planning: identifying capability gaps and forecasting needs.
- Integrating succession planning and leadership development.
- KPIs and dashboards to track HR’s strategic performance.

Section 3: Leading Organisational Change and Culture

- The CHRO’s role in enterprise transformation and change leadership.
- Culture as a competitive advantage: shaping values, behaviours, and trust.
- Driving diversity, equity, inclusion, and belonging (DEIB) across the organisation.
- Managing resistance, enabling adaptability, and sustaining behavioural change.
- Designing employee engagement and wellbeing strategies during disruption.

Section 4: Talent Development, Technology, and Innovation

- Building learning organisations and future skills capabilities.
- Leveraging AI, people analytics, and HR tech for decision-making.
- Innovations in performance management and feedback cultures.
- Rethinking career development and internal mobility.
- Creating innovation hubs and intrapreneurship cultures within HR.

Section 5: Governance, Risk, and Stakeholder Engagement

- HR’s role in risk management, ethics, and compliance.
- Leading through crisis: continuity planning and workforce resilience.

- Building trusted partnerships with CEOs, CFOs, and Boards.
- Communicating HR strategy and results to stakeholders.
- Influencing policy, advocacy, and external relations on workforce issues.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by The CPD Certification Service (CPD), and are certified under ISO 9001 and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership

Tags

C-suite, CHRO, Chief Human resources officer

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