



## CHIEF HR OFFICER

### *Role Solution Overview*

The CHRO role solution is adept in general management skills with broad business perspectives and a strategic mindset as a business leader. We recognize the key charge for the CHRO functionally is to turn talent management into an instrument of business transformation that advances strategy, develops agile leaders, and coalesces in culture. How do outstanding the CHRO unite these strategic and operational demands? By becoming, in effect, the chief change officer of the organization. Our CHRO solution delivers change and enables growth.

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To fulfill this strategic role for clients, the CHRO solution brings a broad range of business knowledge and leadership skills, including:

- Vigilance in scanning the external environment to anticipate business and talent threats and opportunities.
- Strategic thinking skills to work with the CEO and executive team to set direction.
- Cross-functional business understanding with a P&L orientation.
- The courage and decisiveness, to prioritize, to succeed – or to fail fast and move forward.
- The conceptual skills to shape the organization to meet tomorrow's demographic challenges.
- Financial acumen to broadly balance resources and understand the financial implications and trade-offs of investments in every aspect of the business, including talent.
- Technological savvy to drive efficiencies and to engage the workforce through innovations in technology solutions.