

Model of a World Class CHRO 1.0

Drive Business Results

Board's Leader of Human Capital	Creator of Talent Strategy	Enterprise Change Leader	Driver of Culture and Purpose	Trusted Advisor and Coach
Plan and Support CEO Succession	Ensure Critical Role Staffing	Challenge the Status Quo	Link Purpose to Culture	Advise and Coach the CEO
Build Shareholder-Supported Executive Compensation	Design Talent Management Processes	Plan Strategic Enterprise Changes	Measure and Communicate the Culture	Maximize Senior Team Effectiveness
Surface and Respond to External Trends	Direct Strategic Workforce Planning	Manage Stakeholders and Advocate for Employees	Hold Leadership Accountable for the Culture Promise	Coach and Develop Key Enterprise Talent
Business Acumen Understand the business model, financials, external markets, and customers.		Business Strategy Development Shape and influence business strategy, and partner with executive peers to move the organization forward.		
Functional Business Leader Create a future-focused, financially disciplined team to run the HR function.				