So, You Want to be a CHRO?!!

Indiana CUPA-HR Spring Conference
April 24, 2012
HR Transformation

• David Ulrich describes the necessary ingredients for HR Transformation in the book he recently co-authored: HR Transformation – Building Resources from the Outside In.

http://www.youtube.com/watch?v=V6y-9glrhqi
CHRO Attributes

• Understand the big picture of your institution
• Know your stuff
• Build relationships
• Become a business partner and advisor
• Be credible - a pillar of integrity and trust
CHRO Attributes

• **Lead**

• Be an active and avid listener

• Care a lot about people

• Love the work and work hard
Discussion Questions

1. What are the top 3 challenges facing your institution and how can HR impact them?
2. What will happen if HR continues business as usual?
3. What will happen if HR becomes transformational?
4. What attributes of a CHRO are best suited for a transformational HR?
Final Suggestions

• Use the CUPA-HR Knowledge Center
• Participate in the upcoming CUPA mentoring project as mentor or mentee
• Continue attending CUPA conferences like this one
• Pay it forward