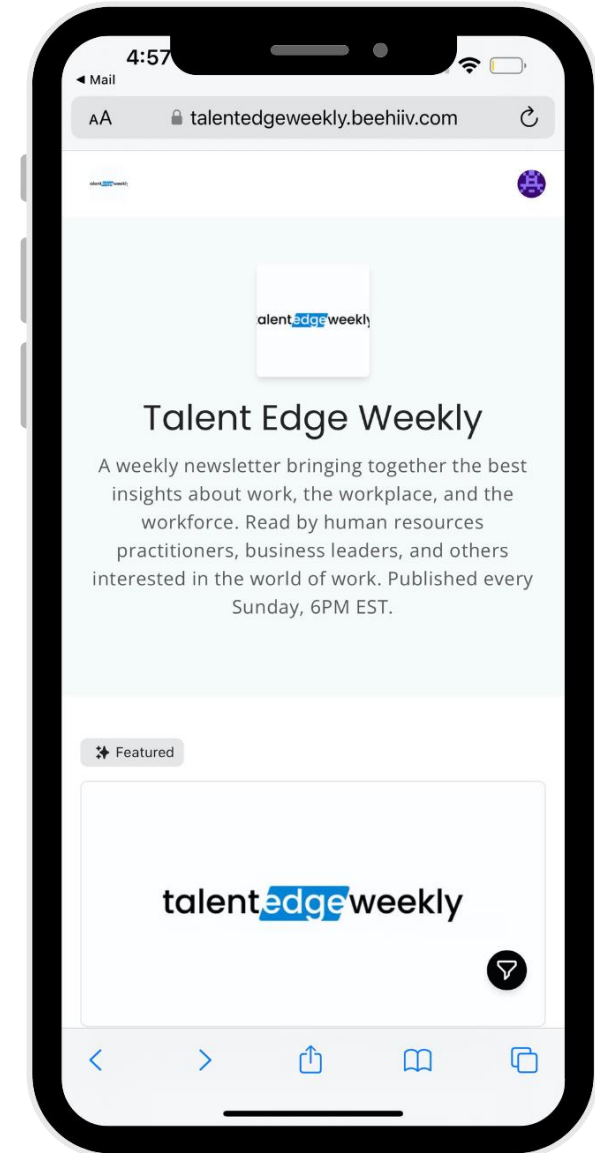


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15 Resources for Chief Human Resources Officers

AI in HR	Transitioning to a New CHRO Role	HR Strategy and Operating Models	CHRO and the Board of Directors	CHRO Effectiveness
<p>The Conference Board – Generative AI: Questions CHROs Should Ask. This 10-page paper presents 35 questions that Chief HR Officers and their teams can consider while helping to establish guidelines for utilizing generative AI in their organizations.</p>	<p>Spencer Stuart – New CHRO Playbook: Getting Off to a Strong Start as a New Chief Human Resources Officer. This resource helps CHROs gain momentum through an eight-point transition plan spanning 114-days.</p>	<p>Gartner - Strategic Planning for Human Resources Leaders on One Page. Offers a one-page editable framework for articulating an agile HR strategy via four strategic planning components.</p>	<p>Deloitte: The Workforce Takes Center Stage: The Board’s Evolving Role. Includes 14 questions that Boards are asking concerning the workforce.</p>	<p>Accenture: The CHRO as Growth Executive. A 37-page report on how a new type of CHRO is stepping up to lead their C-suite peers in connecting data, technology and people and cultivating collaboration—referred to as High-Res CHROs.</p>
<p>Josh Bersin: The Role Of Generative AI and Large Language Models in HR. This article covers seven use cases for how generative AI tools have the potential to revolutionize HR and various talent practices.</p>	<p>RBL Group (Dave Ulrich, Norm Smallwood, & John Younger). I’m the New Head of HR, Now What? The First 90 Days Senior HR Transitions: Raises critical questions that new Heads of HR should ask and answer during their first 90 days in a new CHRO role.</p>	<p>The Talent Strategy Group: The CHROs 5 Questions to Optimize Your HR Operating Model. Shares 5 questions (and additional follow-up questions) HR leaders and their leadership teams can ask and answer to determine the optimal HR operating model for their organizations.</p>	<p>Doris Sims of Talent Benchstrength Solutions: Questions Every Board of Directors Should Ask. Provides 37 questions that the Board of Directors should be asking about talent.</p>	<p>Mercer - Leading the People Function: Five key attributes of chief people officers — whether day one, 100 or 1,000. A 30-page paper covering five critical attributes that effective Chief People Officers deploy — both as leaders of teams and as individuals.</p>
<p>The World Economic Forum – Human-Centered AI for HR. A Toolkit for HR Professionals. A 59-page toolkit that provides ideas to promote the responsible use of AI-based tools in HR. Includes AI implementation resources.</p>	<p>Gartner – First 100 Days: A Guide for New-to-role Heads of HR. Covers nine steps for accelerating a successful transition of new CHROs.</p>	<p>Gartner - Using Shared Services to Drive the HR Operating Model of the Future. Offers a 4-component HR model that further separates operational and strategic work and evolves shared services into comprehensive HR operations and service delivery team.</p>	<p>HR Policy Association: The CHRO’s Guide to The Expanded Role of the Compensation Committee. This 16-page paper provides insights into how the role of the Compensation Committee continues to expand beyond its traditional charter.</p>	<p>The Talent Strategy Group & The Shanley Group - CHRO’s Team: What Matters Most. Offers three questions that CHROs can ask when determining if they have an all-star HR team.</p>

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12 RESOURCES FOR AI IN HR

Curated by
Brian Heger

Includes resources from:

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- EY
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- Goldman Sachs
- Harvard Business Review
- Josh Bersin
- McKinsey
- Microsoft Trends Report
- Society for I/O Psychology (SIOP)
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