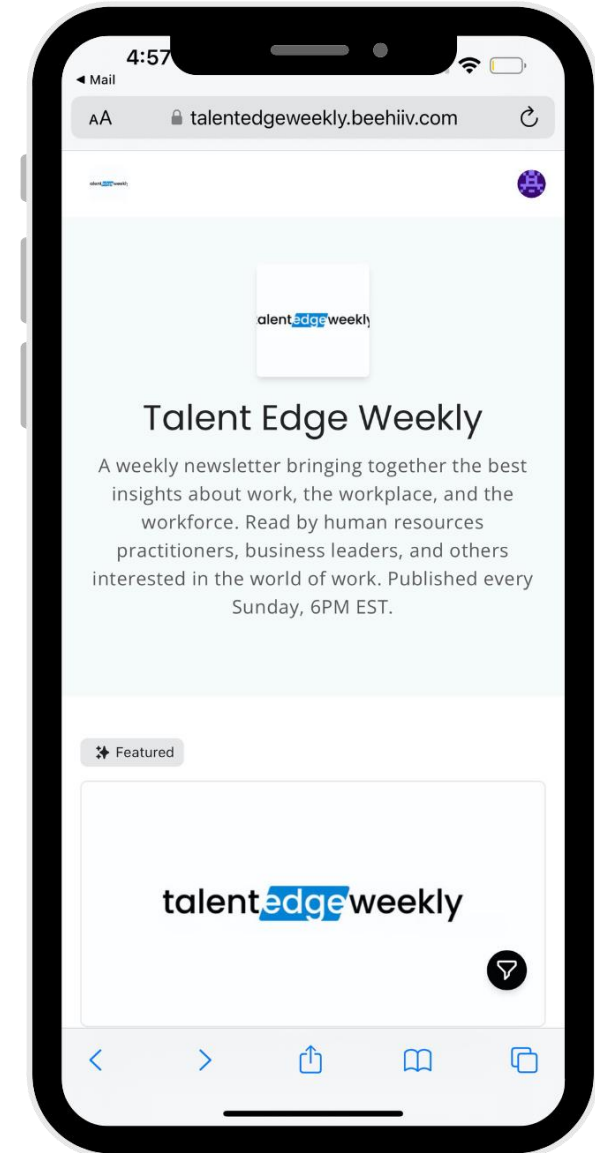


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15 Resources for Chief Human Resources Officers

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

Other Resources



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