



Next Generation CHROs | Myth Versus Reality



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Linking common myths of HR legacy mindsets to modern realities



Introducing Next Generation CHRO Programme

Myth #1: Career HR professionals are best suited to be CHROs



60% of the CHROs are hired externally, out of which only 50% are career HR



Out of the 40% CHROs grown internally, only 39% are career HR



No other function (with the exception of IT) has so many leaders coming from outside of the function.

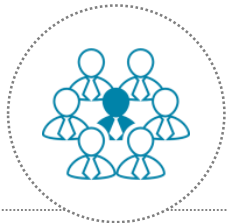
Myth #2: There is a set path to reach the CHRO position



53% of CHROs have experience outside the traditional HR function



67% have either worked outside home or have managed global projects



73% CHROs changed their industry at least once, thus successfully building diverse skill sets

Myth #3: CHROs are not expected to have prior board experience



66% of CHROs have prior board exposure



84% of CHROs highlighted executive compensation as a key requirement for the role



92% of TCFL firms have succession planning as a board agenda on which the CHRO is expected to advise

Myth #4: CHRO primarily remain champion of people



65–70% of the operational cost is people - people's actions can put financial strategy at risk



Organizations have embraced the unique roles and relationship of CHRO and CFO



Boards and CEOs expect the CHRO and CFO to present a common agenda

Myth #5: Importance of HR has been stagnant



CHROs are typically the fourth or fifth highest paid CXO in an organization



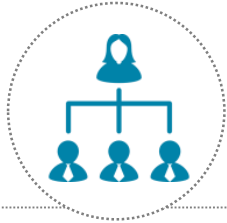
Average CHRO compensation has moved in step with the rest of the C-suite



CHROs acted on feedback, taken a customer-centric view of employees, and earned its seat at the C-suite table



Myth #6: HR is NOT in the driving seat



86% of HR has solid or dotted organizational reporting to HR itself



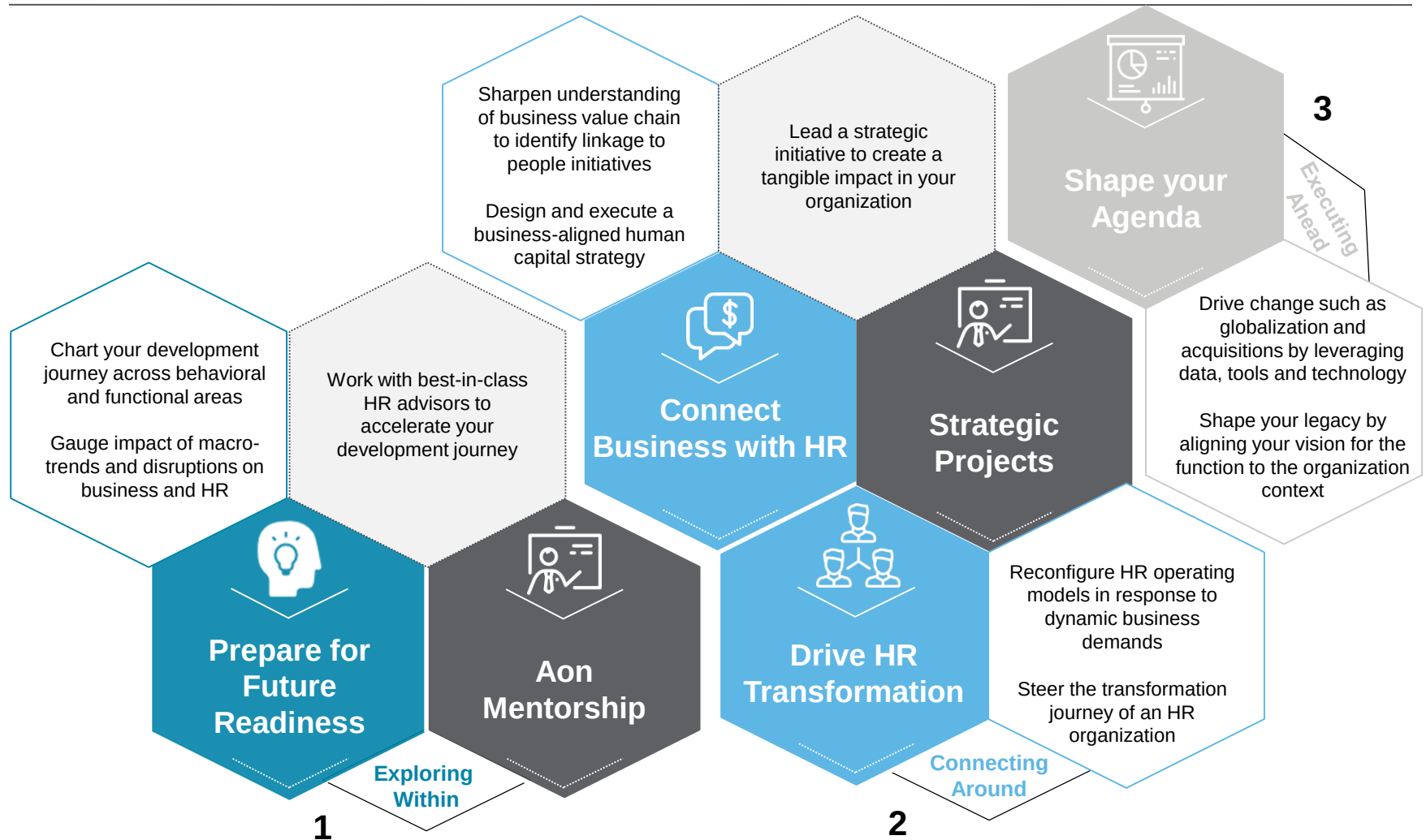
90% plan to upskill HR capabilities in the next 12-24 months



50% of the HR transformation projects fail due to poor execution

Introducing Next Generation CHRO Programme

Plan your Development Journey with Tangible Insights



Introducing Next Generation CHRO Programme

Dates and Registration



21-25 Oct, 2019



03-07 Dec, 2019



07-11 Jan, 2020

Last date of Registration: 05 October 2019



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The Indian Institute of Management Bangalore (IIMB) has been ranked No. 1 Business School in Central Asia by Eduniversal, a French Consultancy Group for the eighth year in succession. IIMB is ranked No. 1 in the India Rankings 2016 in the Management Education category under the National Institutional Ranking Framework (NIRF) by the MHRD.



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