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# CHRO Course Curriculum

**Course Name:** CHRO

**Duration:** 1 month (30 hours)

**Learning Objectives:**

- Understand the modern role and responsibilities of CHROs in organizations.
- Develop strategies for effective leadership and succession planning.
- Implement Diversity, Equity, and Inclusion (DEI) initiatives successfully.
- Prioritize employee wellbeing and mental health in the workplace.
- Leverage technology and data analytics to enhance HR effectiveness.

## Term 1: Modern Function of CHRO

### Module 1: Leadership Development

#### - **Topic 1: Leadership Styles and Their Impact**

- Learning Objective: Evaluate leadership styles and their influence on culture.
- Case Study: Google's leadership approach to innovation.
- Tool: Gallup StrengthsFinder for leadership analysis.
- Practical Example: Analyze real-world scenarios to determine how different leadership styles (e.g., transformational vs. transactional leadership) affected business outcomes in organizations like Amazon and Zappos.

- **Topic 2: Succession Planning Strategies**

- Learning Objective: Design effective succession strategies.
- Case Study: Procter & Gamble's approach to developing internal talent.
- Tool: SAP SuccessFactors for talent management.

- Practical Example: Evaluate how Coca-Cola prepares leaders through a structured succession plan focused on diversity and inclusion.

- **Topic 3: Talent Development Programs**

- Learning Objective: Create programs to enhance skills and career paths.
- Case Study: Accenture's robust talent development initiatives.
- Tool: LMS platforms like Moodle.

- Practical Example: Discuss Deloitte's leadership development program that aligns training with business objectives and drives performance.

- **Topic 4: Metrics for Leadership Impact**

- Learning Objective: Measure leadership's effect on organizational performance.
- Case Study: Microsoft's employee engagement metrics.
- Tool: Performance analytics tools like Tableau.

- Practical Example: Utilize metrics from IBM's employee engagement surveys to verify the correlation between leadership quality and employee satisfaction.

## **Module 2: Diversity, Equity, and Inclusion (DEI)**

### **- Topic 5: Understanding DEI Principles**

- Learning Objective: Grasp foundational DEI principles and their relevance to modern workplaces.
- Case Study: Starbucks' DEI initiatives.
- Tool: DEI Strategy Dashboard for assessment.
- Practical Example: Review how Nike addresses equity through hiring practices and community engagement.

- **Topic 6: Implementing DEI Programs**

- Learning Objective: Launch DEI initiatives effectively.
- Case Study: Microsoft's successful diversity hiring practices.
- Tool: LinkedIn Learning for DEI training materials.
- Practical Example: Assess implementation outcomes from the DEI strategies at Salesforce, showcasing their efforts to increase representation.

- **Topic 7: Measuring DEI Success**

- Learning Objective: Identify metrics for DEI effectiveness.
- Case Study: Salesforce's evaluation of diversity metrics.
- Tool: Diversio for measurement and reporting.
- Practical Example: Examine Facebook's use of metrics to analyze workplace culture and its diversity outcomes.

- **Topic 8: Creating an Inclusive Culture**

- Learning Objective: Foster an organizational culture that embraces diversity.
- Case Study: Google's approach to psychological safety.
- Tool: Officevibe for engagement tracking.
- Practical Example: Illustration of how Airbnb cultivates an inclusive atmosphere with policies that protect marginalized groups.

## **Module 3: Employee Wellbeing**

### **- Topic 9: Mental Health Practices**

- Learning Objective: Implement workplace mental health strategies.
- Case Study: Buffer's mental health initiatives.
- Tool: EAP apps like Headspace for Work.
- Practical Example: Study how Johnson & Johnson incorporates mental health into their employee wellness programs effectively.

- **Topic 10: Supportive Work Environment**

- Learning Objective: Create a supportive atmosphere.
- Case Study: Zappos' employee happiness initiatives.
- Tool: TINYpulse for employee feedback.

- Practical Example: Explore how Adobe fosters a culture of support and growth through regular feedback tools.

- **Topic 11: Work-life Balance Strategies**

- Learning Objective: Promote work-life balance initiatives.
- Case Study: Buffer's flexible work policies.
- Tool: FlexJobs for assessment.

- Practical Example: Discuss how LinkedIn supports work-life balance through flexible scheduling and unlimited vacation policies.

- **Topic 12: Engagement Surveys for Wellbeing**

- Learning Objective: Conduct and analyze engagement surveys.
- Case Study: Aon Global Wellbeing Survey insights.
- Tool: Survey tools like SurveyMonkey.
- Practical Example: Showcase how Gallup's engagement surveys helped companies improve their workplace strategies and culture.

## **Module 4: Technology in HR**

- **Topic 13: HR Technology Landscape**

- Learning Objective: Familiarize with HR technologies.
- Case Study: Recruitment tech integration at Unilever.
- Tool: Workday for overall HR management.
- Practical Example: Analyze how Cisco uses technology to improve talent acquisition processes.

- **Topic 14: Data Analytics in HR**

- Learning Objective: Leverage data analytics in HR.
- Case Study: IBM's Watson for hiring improvements.
- Tool: Tableau for data visualization.

- Practical Example: Discuss how Netflix applies data analytics to build a high-performing culture by hiring based on predictive models.

- **Topic 15: AI Opportunities in HR**

- Learning Objective: Explore AI applications in HR.
- Case Study: Chatbots in recruitment at Mya.
- Tool: HireVue for AI recruitment.

- Practical Example: Review how Walmart uses AI to streamline recruitment processes, improving both efficiency and candidate experience.

- **Topic 16: Enhancing Employee Experience**

- Learning Objective: Use technology for better employee experiences.
  - Case Study: Slack's use of technology for collaboration.
  - Tool: Qualtrics for employee experience.
  - Practical Example: Look at how Atlassian leverages tools to foster collaboration and enhance employee engagement.
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This comprehensive and enhanced curriculum structure provides a detailed roadmap for aspiring CHROs to develop the necessary skills and knowledge to excel in their roles while integrating practical examples, industry tools, and relevant real-world applications. ```