



As the business agenda grows bigger and bolder, there's a new urgency to get today's high-potential and emerging human resource leaders prepared to take on tomorrow's C-level roles.

Strengthening their leadership capabilities and business acumen will require new skill development as well as the ongoing advice and support of experienced mentors and trusted peer networks.

The HR Leadership Experience (HRLX) provides an in-depth learning journey for a cohort of mid-level HR leaders from a city/region. Through a proven combination of classroom workshops, networking, and mentoring, the program does more than build the next generation of HR leaders; it creates a powerful HR leadership community.

The HR Leadership Experience helps CHROs build a strong HR talent brand that will enable them to attract more and better talent to their company. It will grow their HR leadership pipeline and strengthen the skillset of their leaders so that they are better prepared to lead their organization to success in the digital age.

HRLX Program Goals:

- Provide a targeted learning experience for the high-potential HR leaders within the community.
- Develop stronger leadership skills and business acumen, preparing HR leaders to take on a future role of increased responsibility.
- Build HR leadership bench strength throughout the area.
- Create a community of HR leaders that will build a stronger HR brand in your community.

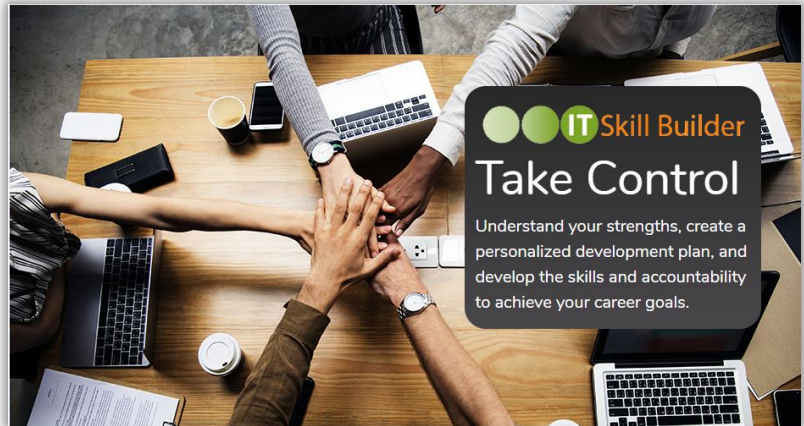
The HRLX Overview



Program Components

Self-Awareness: Skill Builder's research-based 15 Core Competencies are the basis for the Self-Assessment and are an integral component of the HR Leadership Experience. A participant begins their leadership journey by evaluating themselves against these 15 competencies and having their manager evaluate them as well. Then, after completing the HRLX, the participant will re-evaluate themselves to discover where they have grown and which competencies still need work.

Through Skill Builder's Self-Assessment, a participant has a full picture of their strengths and areas of opportunity. They can see current technical skills and in-demand competencies, access over 5000 microlearning resources, and build a personal development plan. Participants can also share their report with their manager and mentor to facilitate career discussion, receive targeted feedback, and to help identify and prioritize areas of focus.



HR Leadership Development Workshops: Every six weeks or so throughout the program, participants will experience an in-house workshop covering core leadership skills. These highly interactive workshops focus on application of the skills in real-life situations.

Leading in an HR Organization (1-day) focuses on topics such as Purpose, Goals and Vision, Inspiring Others, Emotional Intelligence and Decision Making, some of the most critical skills of effective leadership.

HR Consulting Skills: Becoming a Trusted Advisor (1.5 days) builds participants' trust and influencing skills, increases their communication skills, and helps them to build deeper relationships with their clients, their team, and others in the organization.



Marketing an HR Organization (1.5 days), gives participants a framework for communicating to others the value of a product/service, the HR organization, or themselves as an HR leader. It changes how the participants build support and buy-in by focusing on value provided rather than technical features.

HR Connections: Through the HRLX, participants, managers, mentors, and executives can grow their network, foster informal, trusted relationships, and develop a personal leadership and talent brand in the HR community. Specifically, the HRLX participants benefit from cross-industry learning, shared experiences, and best practices through being broken down into sub-groups.

The cohort of about 30 participants is broken down into smaller sub-groups that will meet at least three times over the program's duration. In these meetings each participant will bring a problem or difficult situation they are facing, and as a group they will discuss and come up with ideas and solutions to solve the problem. This is an opportunity to collaborate, share best practices, and form deeper relationships that are not so easily built in the larger group.

1:1 Mentoring: Each participant is hand matched with a CHRO or senior HR leader outside of their organization, and will meet with their mentor a minimum of three times during the program. This mentoring relationship is beneficial to both the mentor and the mentee by providing an opportunity to build their network, learn valuable outside perspectives, and receive feedback and advice.

HR Microlearning: The very best leaders learn every single day and Skill Builder provides over 5000 microlearning resources for just-in-time learning in the flow of work. Its Resource Guide is based on the 15 Core Competencies, those skills which are most in demand in the current labor-market, and linked to a participant's personal development plan for easy access. Through year-long use of Skill Builder, HRLX participants have the opportunity to foster curiosity, gain practical and applicable knowledge, and set some lifelong learning habits.

Program Fees: The fee for this entire program is \$2995 per participant, and that includes all workshops and materials, mentoring, problem solving sessions, and microlearning. We are sensitive to keeping this great program affordable, allowing organizations to easily take advantage of this valuable opportunity.



How CHROs can be involved:

- Nominate 2-4 of your high-potential leaders (HR Directors, Managers, Supervisors)
- Sponsor a HR leader from a non-profit in your community
- Mentor 1-2 participants
- Host a workshop, networking event, or graduation
- Be a guest speaker and share your leadership story at an event

More information at: www.thehrlx.com