

EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM

HRLF is proud to announce the launch of a new Executive Leadership Development Program. This is an exciting opportunity to provide recently appointed HR Executives or rising HR Executive talent with the tools, resources and support necessary to thrive as an impactful Head of HR.



Monthly Mentor circles with seasoned HR Executives



Build Relationships with Peers across industries



Develop key competencies needed to be a successful HR Executive

PROGRAM OVERVIEW

A 6-month program designed and delivered by HR Executives for recently appointed HR or Senior HR Talent who aspire to an HR Leadership role within 3-5 years. Each 6-month program will include a cohort of 20 participants selected via an application process, who will take an active role completing 6 developmental modules, each comprised of 1.5 - 2.5 hours of “class time” with an additional 1.5 hours of CHRO Mentor-led group collaboration monthly. The format will leverage both the executive knowledge and invaluable experience of the HR Community’s most senior members as well as contributing leaders from various business sectors.

WHO SHOULD ATTEND?

HRLF Executive Leadership Development Program is designed for recently appointed Heads of HR (1-2 years in Executive role) and Senior HR Talent who aspire to an HR Executive role within 3-5 years.

PROGRAM BEGINS JANUARY 19, 2022

APPLICATIONS MUST BE SUBMITTED BY NOVEMBER 15, 2021

\$3,000 | **\$3,675**
(Members) (Non-Members)
includes a one-year HRLF membership

**APPLY ONLINE AT
HRLF.ORG/PAGE/HRLF-ELDP**



PROGRAM MODULES

Program Module	Facilitators	Expected Outcomes	Program Dates
<p>Uncovering Leadership skills, Engaging Mentors & Building Networks</p> <p>Participants will be assigned to a mentor-led small group (4-5) for the duration of the program. Participants will engage with their HR Leader for the duration of the program, sharing insights, challenges and guidance throughout the program.</p>	<p>CHRO Mentors:</p> <p>Ron Arigo, CHRO, AAA</p> <p>Stephanie Franklin, SVP & CHRO, Vertex Pharmaceuticals</p> <p>Emma Woodthorpe, SVP & CHRO, Mercury Systems</p> <p>Bonnie Bystrek, CPO, Virtual, Inc.</p> <p>Helen Zarba, CHRO, OnProcess Technology</p> <p>Darlene Souza, SVP & CHRO, South Shore Health</p> <p>Andrew Dawson, CHRO & Head of Corporate Communications, BVI Medical</p>	<ul style="list-style-type: none"> List components of Sr HR role, understand nuance between size, industry, org type Recognize unique challenges faced by SR HR Leaders Set individual objectives for program Set goals for mentorship assignment 	<p>Jan 19, 2022</p> <p>Virtual, may be in person, if safe to do so</p>
<p>Leverage Executive Presence to Create your Personal Brand</p> <p>Complete a Personal Brand Assessment and understand how you "show up."</p>	<p>Rita Allen, President</p> <p>Rita B. Allen Executive Coaching</p>	<ul style="list-style-type: none"> Understand qualities that define strong executive presence Leverage executive presence to create your own personal brand Project your brand with confidence to gain respect and influence Use personal brand to market yourself and org Enhance social media presence (LinkedIn & more) 	<p>Feb 16, 2022</p> <p>Virtual, may be in person, if safe to do so</p>
<p>Business & Financial Acumen</p> <p>Decode the "Black Box" of the C-Suite, reading/interpreting financial data, understand and designing complex compensation structures.</p>	<p>Mark Andrekovich, CPO & Culture Officer, TeleTracking</p> <p>Ling Liu, SVP, Head of Finance, Philips North America</p> <p>Michelle McCarthy, VP, Chief Accounting Officer & Controller, Mercury Systems</p>	<ul style="list-style-type: none"> Understand the importance of business acumen for Sr HR roles Create plan to increase business acumen & financial awareness Read a P&L to identify concerns Analyze 10-K for business success and opportunities Difference between public and private orgs 	<p>Mar 16, 2022</p> <p>Virtual</p>
<p>Executive Compensation</p> <p>Understand executive compensation and prepare for conversations at exec & board level</p>	<p>Michael Reeves, VP, Total Rewards, Tripadvisor</p>	<ul style="list-style-type: none"> Differentiating executive compensation from employee pay Understand components of successful comp strategy Apply mix of base, short- and long-term incentives to attract/retain talent Prepare for comp conversations with leadership and the Board 	<p>April 13, 2022</p> <p>Virtual</p>
<p>Championing Diversity, Equity & Inclusion in your organization</p> <p>Breaking down the criticality of DEI work and what it includes</p>	<p>Paul Francisco, SVP, Chief Diversity Officer, State Street</p>	<ul style="list-style-type: none"> Understand current DE&I impacts upon your organization. Assessing existing programs. Creating an impactful DE&I program for your organization. Using metrics for accountability Attract and shape a diverse workforce 	<p>May 11, 2022</p> <p>Virtual</p>
<p>Working with (or on) The Board</p> <p>Debunking the mystique of the Board.</p>	<p>Jennifer Buras, Sr Partner, Essex Partners</p> <p>Mary Louise Krakauer, Board of Directors, Mercury Systems</p>	<ul style="list-style-type: none"> Understand what's important to Boards Creating and communicating value to the Board Confidently prepare for Board meetings Understand public vs private, domestic vs global Asking for exposure to the Board How to find, serve on a board 	<p>June 8, 2022</p> <p>Virtual</p>
<p>Program Wrap-up</p> <p>Program summary, complete with participant presentations</p>	<p>Series Mentors</p>	<ul style="list-style-type: none"> Celebrate your development as a leader Present your learnings Identify areas you want to continue working on Identify growth opportunities How to recover after failure Confidently take your next career step 	<p>June 29, 2022</p> <p>In-Person</p> <p>Keystone Office, 125 Summer St., Boston</p>

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