

CPO Accelerator

Purpose

Our Chief People Officer (CPO) Acceleration process aims to help new CPOs accelerate their time-to-impact in their new role, specifically:

- Create a clear and purposeful **transition strategy**
- **Avoid common pitfalls** and derailers during the first 90-180 days
- **Navigate a new environment**, mobilize their HR team, and integrate smoothly into the executive leadership team
- Accelerate time-to-impact by balancing quick wins with both **learning and longer-term strategies**
- Help **foster a productive relationship** with their CEO



How it works

- Two facilitated **1.5 hour sessions** with both a Coach and Search Partner possessing key client insights
- First session **~30 days before start**, second session **~60 days into role**
- Our trademark **Transition Risk & Readiness assessment** helps to gauge where to focus efforts
- H&S will **meet with the CEO six months into the CPO's tenure** to discuss impact to date and align on priority areas moving forward

The CPO Acceleration Program focuses on the following key areas:

- Board, Executive Team and key stakeholder relationships
- HR Insights/enablement via ERP, Tech, AI & Data
- Building a Future-focused, human-centric culture and organization
- HR Strategic Priorities- Talent, Rewards, Org Design, etc.
- Transformation and Change Priorities
- Business and Commercial Impact
- Personal Leadership Identity/Brand
- Building a Capable and Effective Senior HR Team



JUMPSTART RELATIONSHIPS



MOBILIZE THE TEAM



SHAPE THE CULTURE



SECURE EARLY WINS



TRANSITION STRATEGY & GOALS



EXECUTIVE GROWTH PLAN

For more CPO insights:

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