

CHRO Values

The CHRO competitive advantage is our experience and network of HR talent. That's important because we focus solely on the top HR role in an organization and our partners are all former Chief Human Resources Officers who have worked in a variety of industries and complex multi-layered organizations. You might say that we've been there and done that.

When you work with CHRO, you'll know that we have an unwavering commitment to operate under the following core values:

- **Business Acumen:** CHRO provides strategic advice to CEOs and entrepreneurs. We are experts in Human Resources and seasoned business leaders.
- **Candor:** We may bring a different perspective. We'll work to understand your culture and respectfully give you the unvarnished truth without becoming mired in internal politics.
- **Clarity:** Human Resources is an art, not a science. HR leaders rarely deal in absolutes; frequently, it's a world of nuances. We will help you simplify your processes, view your organization more clearly and improve productivity.
- **Continuous Learning:** Having worked in the top HR role in high pressure corporate environments, our people have been tested under fire. We never stop learning from our experiences and utilize practical judgment to make the right calls.
- **Humor:** We're serious about your business objectives but we also know that humor reduces stress, instills camaraderie and improves productivity. Humor keeps life fluid, an important quality in a world that's constantly changing.

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Partners

Strategic Human Resources Counsel - Because People Matter

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Mission

CHRO Partners provides mid-sized and Fortune 1000 organizations with the best senior level Human Resources talent at a cost effective price. We deliver the experience and wisdom of Chief Human Resources Officers to companies that view interim or retainer employment relationships as an advantage.

We implement human resources strategies to profitably grow your business through your employees or help lead a more established HR function during an uncertain time when turnover occurs in the top role. Our flexible approach to HR leadership helps companies improve their strategic HR capabilities and leverage their employment practices to gain and sustain a competitive advantage through people.

Small and Mid-Sized Companies

Has your company outgrown its Human Resources function? If so, you're not alone. As your business expands, key issues such as talent acquisition, leadership development and culture change require guidance from sophisticated and experienced HR leaders.

Many organizations assume anyone can do it. Nothing could be further from the truth.

Wouldn't it be nice to rely on the wisdom and experience of a Chief Human Resources Officer without the financial burden of full time employment? CHRO Partners solves the dilemma by providing you with the best senior level HR talent on an interim or retainer basis.

Whether it's a specific organizational project or problem, or you're looking to build the strategic capability of your existing HR function, CHRO Partners is your trusted advisor.

Fortune 1000 Companies

Turnover at the top happens more frequently than ever. When a large company loses its Chief Human Resources Officer, the work needs to be done but often languishes because the CEO and the rest of the executive team have other priorities.

The process to hire a replacement is highly inefficient. Without an HR leader in place, the search and other important initiatives fall through the cracks. By placing an interim HR leader from CHRO Partners, you will:

- Execute a more efficient executive search targeting the right slate of candidates the first time
- Dramatically reduce recruitment cycle time to help search firm enhance client satisfaction
- Complete other strategically imperative HR work while the job remains open
- Ensure seamless onboarding of new HR executive

Core Competencies and Experience

CHRO delivers the core competencies and experiences of a generalist Chief Human Resources Officer. While we may subcontract for more specialized skills in all of the functional HR disciplines, we offer the following:

- **HR Strategic Planning**
- **Talent Management & Assessment**
- **Change Management**
- **Employment Branding & Engagement**
- **M&A Due Diligence & Integration**
- **Executive Coaching**
- **Mediation & Conflict Resolution**
- **Executive Recruitment & Selection**
- **Employee Communications**
- **Strategic Compensation & Benefits Design**
- **International HR**

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