



HR LEADERSHIP COUNCIL®
A CLC SERVICE FOR MIDSIZED ORGANIZATIONS

Program Overview

HR Leadership Council (HRLC)

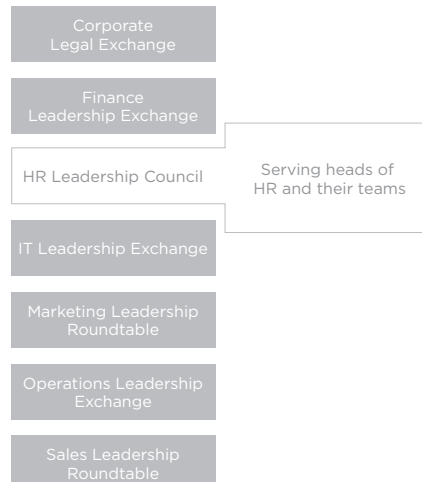
The HR Leadership Council helps heads of HR and their teams improve business outcomes, deliver on critical talent management initiatives, and build transformational HR functions. Currently, HRLC serves more than 1,200 heads of HR at midsize organizations.

The Corporate Executive Board (CEB)

To drive corporate performance, senior executives at the world's leading organizations use CEB to help them and their teams with actionable insights, analytic tools, and advisory support to quickly and confidently focus efforts on what they need to know, and do, next.

- 4,800+ participating organizations
- 200,000 business leaders
- 50+ countries
- 85% of the Fortune 500
- 70% of the FTSE 100
- 50% of the Dow Jones Asian Titans 50

Programs Serving Midsize Companies



Benefits for HR Leadership Council Executives

Focus Effort: See around corners and uncover blind spots.

Move Quickly: Act with speed, not cost; don't reinvent the wheel.

Equip Teams: Extend your impact by enabling your teams.

Act with Confidence: Know your actions are right when it matters most.

Resources for Today's Issues

Clients identify our up-to-date research, peer benchmarks, and e-learning tools as highly valuable and unique. Some of our most popular and recent include the following:



HIPO Identification Diagnostic Support—Use this downloadable Excel workbook to put quantitative rigor around the identification of high-potential employees at your organization.



Creating a Pay for Performance Organization—This best practice profile can help your organization 1) design pay for performance to optimize talent outcomes and 2) reinforce pay for performance in the workplace.



Where Do Online Candidates Come From? Candidate Behavior in Online Sourcing Channels (Live and Online Learning Events)—In this webinar, we will share unique insight into 1) why new sourcing analytics are revolutionizing how organizations can target their sourcing strategies; 2) what pre-candidate pipelines look like for online sourcing channels in general; and 3) how various online channels (e.g., major job boards, social media, and niche web sites) provide quite different applicant yields.



HR Metrics Benchmarking Worksheet (Decision Support Tools)—This personalized scorecard allows members to benchmark HR performance in four areas: HR-Employee Staffing Ratios, HR Cost Ratios, Workforce Turnover, and Training Efficiency



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Business Priorities Covered

- Manager Development
- Engagement
- EVP
- Global HR
- Recruiting
- Performance Management
- Succession Management

Six Challenges CEB Helps Executives Manage

1. Assessing Key Performance Trends and Risks
2. Benchmarking Performance and Plans
3. Establishing Innovative Operating Approaches
4. Organizing and Managing Critical Talent
5. Driving Alignment and Support for Change
6. Navigating Leadership Transitions

Products and Services

Heads of HR and their teams receive unlimited access to products and services that include the following:

Research and Insights

- Evaluation of new issues and challenges facing human resources leaders
- Analysis of successful business tactics employed by leading companies

Proven Best Practices

- State Farm's "Anticipate, Act, Reflect" Framework
- Standard Chartered's Strategic People Process
- Methanex's Crucible Roles

Peer Benchmarks

- Budget and spend benchmarks
- HR function benchmarks

Decision and Diagnostic Tools

- Employee Engagement Survey
- New Hire Survey
- HIPO Identification Tool

Executive Networking

- Online peer discussion groups
- On-request advice, feedback, and perspective from peer interaction with other leading executives
- Question-specific discussion forums

Advisory Support

- Personalized counsel and advice for new projects and initiatives, pending decisions, internal presentations, and other needs

Live and Online Learning

- Heads of HR-only meetings
- Teleconferences
- Manager-focused e-learning modules

Join the World's Most Powerful Network for HR Leadership Council Executives

Contact our support center at:
[+1.571.303.3311](tel:+15713033311) or HRLCteam@executiveboard.com