



Executive Leadership Development Program

Developing Confident, Strategic, Executive-Level HR Leaders

Program Overview

The **HRLF Executive Leadership Development Program** is a six-month immersive experience designed and delivered by senior HR executives for high-potential HR leaders. Combining executive mentorship, strategic learning, and peer collaboration, the program equips participants with the insight, executive presence, and business fluency needed for senior-level HR leadership and board-level engagement.

Participants will take an active role during in-person learning sessions, monthly CHRO-led mentor circles, and applied learning projects—building capability, confidence, and a powerful cross-industry network.



Who Should Attend

- Recently appointed Heads of HR (1–2 years in the role)
- Senior HR professionals preparing to move into an executive role within 3 years
- Senior HR professionals interested in enhancing their executive presence, business and HR acumen and their ability to have a greater impact upon their organization



Time Commitment

- **In-Person Monthly Sessions:** January – June (Waltham, MA)
- **Virtual Monthly Mentor Sessions:** In addition to monthly programming, participants are expected to fully engage virtually and in-person with Mentors to gain the full value of the program



Benefits & Features

- **Executive Readiness:** Understand and develop the key competencies needed to thrive as a Head of HR. Learn how to elevate your personal brand, strengthen your executive presence, and influence senior leaders with confidence.
- **CHRO Mentorship:** Participate in monthly mentor circles and one-on-one coaching with experienced CHROs to gain practical insight, feedback, and career guidance.
- **Peer Network:** Build trusted relationships with senior HR leaders across industries for shared learning, encouragement, and real-world support.
- **Real-World Insight:** Apply practical tools and strategies in AI in HR, business and financial acumen, culture and DEI, talent strategy, succession planning, executive transitions, board partnership, total rewards, and executive compensation.
- **Career Growth:** Gain the clarity, confidence, and capability to navigate your next step—whether into the CHRO seat, a broader leadership role, or a board-facing position.

New for 2026!

- **Professional Credit:** Program participants are eligible for **SHRM Professional Development Credits (PDCs)**.
- **New Modules:** Explore the evolving role of **Total Rewards** and the impact of **Organizational Culture** across all aspects of HR leadership.

93% of 2025 program graduates indicated they were “Likely” or “Very Likely” to refer a colleague to the 2026 HRLF EDLP.

70% of program participants received a promotion or accepted a new role within 2 years of graduating the HRLF EDLP.



Monthly Program Sessions

HR Leadership, Mentors & Networking

Build mentor relationships and create a strategic peer network.

Elevate & Influence: Leadership, Brand & AI Strategy

Grow executive presence, personal brand, and AI fluency. Learn to influence and sell-upward.

Business & Financial Acumen

Interpret and understand financials and align HR strategy to business outcomes.

Culture, Diversity, Equity, Inclusion & Belonging

Drive a culture of inclusion and equity through metrics-driven DEI strategies. Learn how HR can lead cultural transformation and create environments where all thrive.

Total Rewards & Executive Compensation

Explore modern Total Rewards strategies with a deep dive into executive compensation.

Gain insight into aligning pay practices with organizational priorities and stakeholder expectations.

Talent Strategy & Succession Planning + Working with Boards

Build a stronger leadership pipeline through intentional talent strategy and succession planning.

Learn how to navigate the complexities of HR’s relationship with the Board—clarifying roles, building trust, and strengthening your influence at the highest levels.

Applied Learning & Graduation

Present learnings and outline a future-focused development plan.

Location: all sessions conducted in-person in Waltham, MA.

Tuition

\$5,324
(Members)

\$5,999
(Non-Members)
Includes a one-year HRLF membership

*Flexible payment options available.
HRLF membership activated with receipt of payment.*



Apply Online Today!
Program Begins January 2026

hrlf.org/page/hrlf-eldp

Questions?

Contact: services@hrlf.org



 **HRLF**
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