

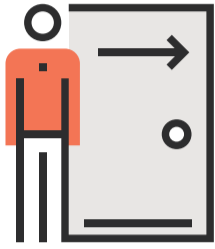
# CHRO Trends 2020

The Chief Human Resources Officer has emerged as the role to advancing business strategy through the organization's people. The criticality of the role necessitates a look at the trends in the CHRO marketplace – who are the CHROs of our most complex companies? What are the backgrounds and demographics of those in the CHRO role? What are the trends in the CHRO marketplace and what does that imply for current and future CHROs? The Talent Strategy Group investigates and answers these questions through its annual CHRO Trends report. Read on for a glimpse of the trends for the 2020 Fortune 200 CHROs.

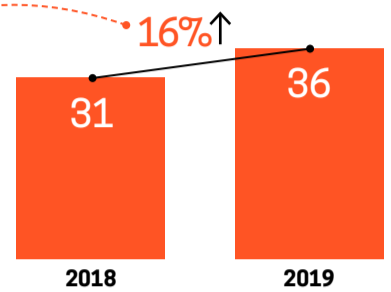
## CHRO TURNOVER IS ON THE RISE

**19%**

of Fortune 200 companies replaced their CHRO in 2020.



There was a 16% increase in turnover of CHROs from 2018 to 2019.



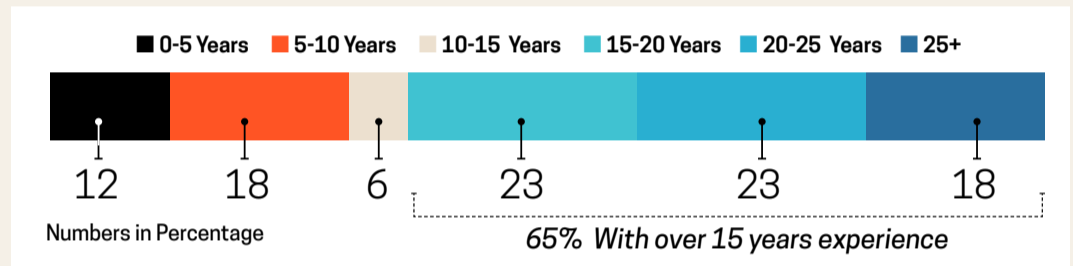
## INTERNAL CHRO SUCCESSION DECLINES



**53%**

of new CHROs were internal successors

Internal successors have significant tenure within their company prior to taking the top Human Resources job. Companies look for previous CHRO experience when going external. The vast majority of external successors previously served in the CHRO role.



## Did not previously serve as a CHRO

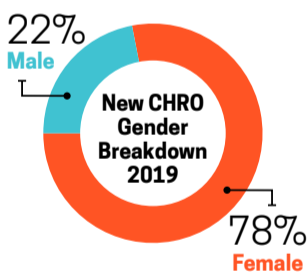
18%

82%

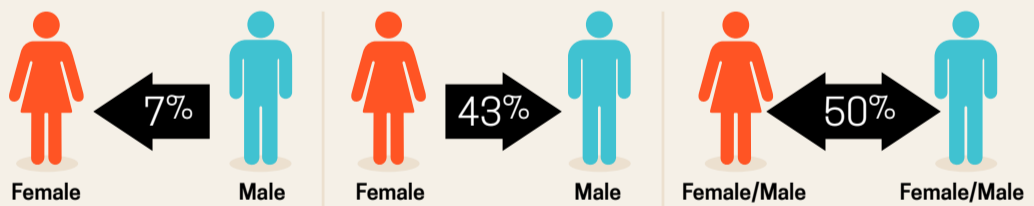
Previously served as a CHRO

## THE FEMALE CHRO BECOMES MORE PROMINENT

Over three-fourths of new CHROs were female.



A female CHRO was over six times more likely to replace a male CHRO than a male CHRO was to replace a female CHRO.



## EXPERIENCE IN HUMAN RESOURCES DOMINATES



**83%**

of the new CHROs had depth in Human Resources prior to taking on the top HR job.

An internal CEO successor is over seven times more likely to appoint a CHRO with limited to no Human Resources experience than an external CEO successor.



## ADVANCED EDUCATION IS PREVALENT

**100%**

of new CHROs had a Bachelor's degree or equivalent



**65%**

of new CHROs had an advanced degree (Masters/JD)