



# **GLOBAL HR LEADERSHIP EXPERIENCE**

**Elevating HR. Empowering Global Leaders. Delivering Impact.**

Sponsored by: The Future of HR Initiative | Darla Moore School of Business | Global Thought Leaders



**Darla Moore  
School of Business**  
UNIVERSITY OF SOUTH CAROLINA



# AN INFLECTION POINT

The HR profession is at an inflection point—one defined by rising expectations and expanding impact.

Today's senior HR leaders are already central to business success. But as the pace of change accelerates—driven by AI, shifting workforce dynamics, and increasing demands from all stakeholders—the opportunity to lead at a new level has never been greater.

The Global Human Resources Leadership Experience (GHRLE) is designed to help experienced HR leaders rise to this moment. Built by a world-class advisory board of HR innovators, the program equips participants with the mindset, tools, and strategic clarity to build on their organization's progress and lead into the future.

The Global HR Leadership Experience empowers HR leaders to:

- Lead with purpose and data
- Deliver measurable value to all stakeholders
- Build human capability at speed and scale
- Accelerate personal and professional growth

"The future belongs to HR leaders who anticipate, innovate, and inspire. This program is about equipping global leaders to build on their strengths, rise to new challenges, and deliver even greater impact through human capability."

--Dave Ulrich



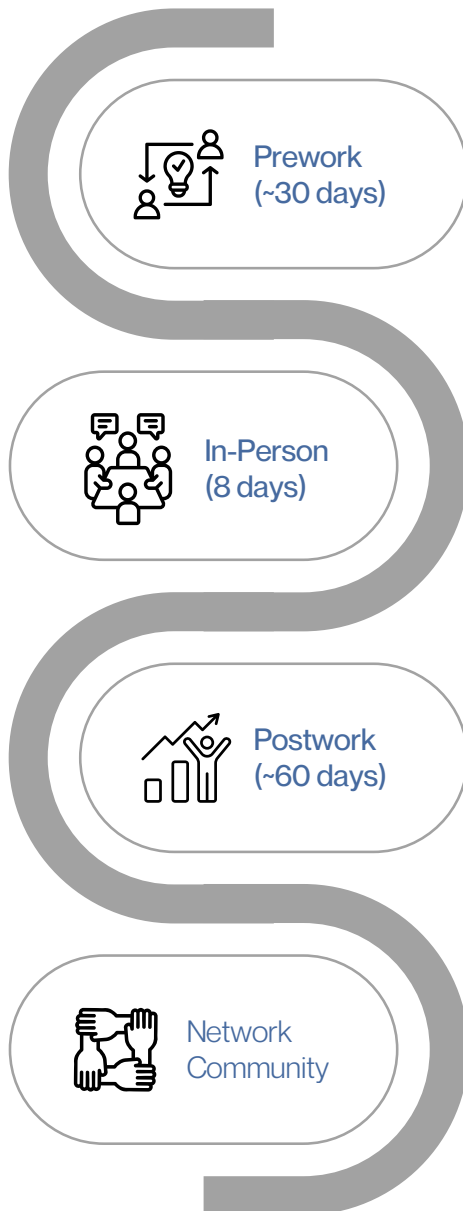
**Dave Ulrich**  
RENSIS LIKERT EMERITUS PROFESSOR  
UNIVERSITY OF MICHIGAN  
PARTNER, THE RBL GROUP





# THE GHRLE JOURNEY AT A GLANCE

An intensive 100-day experience, rooted in practice, that blends peer coaching, cohort-based learning, sponsored projects, and leadership assessments.



**Prework**  
(~30 days)

## Prework (~30 days)

- Meet with company sponsor, define focus
- Select HR challenge/business case
- Complete personal 360 assessment
- Complete org guidance system assessment



**In-Person**  
(8 days)

## 8-Day Immersive Experience

- Master the playbook for the future
- Form cohesive cohort networking group
- Participate in discussions around latest insights
- Personal coaching tailored to your project



**Postwork**  
(~60 days)

## Postwork (~60 days)

- Personal coaching and feedback
- Virtual meetings and webinars, as desired
- Complete sponsored business project
- Contribute to e-book defining HR inflection



**Network  
Community**

## Lifetime Impact

- Celebrate in a culminating graduation event
- Solidify a lasting global HR network
- Nurture your learning community
- Impact the future success of HR profession



# THE IDEAL PARTICIPANT

Organizational sponsorship required – this is an investment in leaders who are already doing great work and poised to do more. The program is designed for senior HR professionals who aspire to:

- ✓ Deliver value beyond the function
- ✓ Influence the C-suite and boardroom
- ✓ Lead people, culture, and capability transformation
- ✓ Champion innovation in a changing global landscape

## Nominees may include:

- New CHROs, especially from outside HR
- Direct reports to the CHRO
- Global or business unit HR leads
- HR leaders with responsibility for Centers of Excellence such as Talent, Total Rewards, etc.

## Program outcomes for you:

- ★ A customized leadership development plan
- ★ Renewed clarity around your leadership purpose and style
- ★ Confidence and skill to engage in critical conversations

## Program outcomes for your organization:

- ◆ An organizational blueprint tailored to your context
- ◆ Unify people practices, development, and culture with strategy.
- ◆ Insight to advise, innovate, and lead future-focused change.

# FROM INSIGHT TO IMPACT



**GLOBAL HR LEADERSHIP**  
EXPERIENCE

Participants must be sponsored by their organization—this is an investment in high-performing leaders prepared to take their impact to the next level. They will leave with a modern HR playbook—and the confidence to use it.

## Program Themes:



### Personal

- Lead with purpose, clarity and personal excellence
- Strengthen executive presence and influence
- Grow through coaching, feedback, and reflection



### Organizational

- Build talent, culture, and capability at scale
- Use AI and analytics strategically for people decisions
- Simplify complexity and focus on what matters



### Global

- Translate global trends into strategic HR priorities
- Anticipate cross-border talent and workforce shifts
- Navigate geopolitical, cultural, and economic complexity

## LOGISTICS & HOW TO JOIN

### Fall 2025 Cohort



*In-Person Sessions:* **October 28-November 4, 2025**



*Welcome Reception and Dinner:* October 27, 2025



*Location:* Executive Education Facility, Darla Moore School of Business, USC



*Lodging:* Hilton Columbia Center - Link to register forthcoming



*Investment:* **\$30,000** (travel and lodging not included). Discounts available for multiple participants.

**Apply to Attend or Nominate a Colleague by *September 1.***



**CLICK HERE TO GET STARTED!**

For a PDF version of the nomination form, please reach out to [Cori.Jones@moore.sc.edu](mailto:Cori.Jones@moore.sc.edu).

# PROGRAM DIRECTORS



The Global HR Leadership Experience is curated and delivered by prestigious thought leaders and academic pioneers:



## Dave Ulrich

Rensis Likert Emeritus Professor, University of Michigan  
Partner, The RBL Group

Ranked as the #1 management guru by Business Week, profiled by Fast Company as one of the world's top 10 creative people in business, a top 5 coach in Forbes, and recognized on Thinkers50 as one of the world's leading business thinkers, Dave Ulrich has a passion for ideas with impact. In his writing, teaching, and consulting, he continually seeks new ideas that tackle some of the world's thorniest and longest standing challenges.



[dulrich@rbl.net](mailto:dulrich@rbl.net)

## Dick Beatty

Professor Emeritus, School of Management and Labor Relations  
Rutgers University  
Consultant, The RBL Group

A world-renowned researcher and teacher in the HR field who has written extensively on strategic talent and workforce management, HR measurement, and change.



[dickbeatty@comcast.net](mailto:dickbeatty@comcast.net)



## Patrick M. Wright

Thomas C. Vandiver Bicentennial Chair in Business  
Associate Dean for Corporate Relations  
Darla Moore School of Business  
University of South Carolina

A leading thought leader, professor, researcher and consultant in the area of strategic human resource management. In particular, his research focuses on how firms use people as a source of competitive advantage, changing nature of the chief HR officer role and CEO succession processes.



[patrick.wright@moore.sc.edu](mailto:patrick.wright@moore.sc.edu)



# VISIONARY VOICES SHAPING THE FUTURE OF HR

## Global HR Association Leaders: Shaping Today and Tomorrow

A distinguished group of executives who head up the world's leading HR associations will share their perspectives on the evolving HR agenda—highlighting the challenges, innovations, and opportunities that will define the profession in the years ahead.



**Tim Bartl**

CEO, HR Policy Association



**Peck Kem Low**

CHRO, PSD/PMO, Singapore  
President, SHRI and WFPMA



**Peter Cheese**

Chief Executive Officer, CIPD



**TV Rao**

Founder, National HRD Network,  
India



**Amy Dufrane**

Chief Executive Officer, HRCI



**Johnny C. Taylor, Jr.**

Chief Executive Officer, SHRM

## Trailblazing CHROs: Engaging Experience. Inspiring Action.

These acclaimed current and former CHROs are recognized for leading-edge thinking and transformative leadership. More than sharing their stories, they will actively engage with participants to help shape insights, apply ideas, and elevate the learning experience.



**Peter Fasolo**

Former CHRO, Johnson  
& Johnson



**Donna Morris**

Chief People Officer, Walmart



**Mirian Graddick-Weir**

HR and Board Expert



**Christy Pambianchi**

CHRO, Caterpillar Inc.



**Pam Kimmet**

Former Chief HR Officer, Manulife



**Tim Richmond**

Former CHRO, AbbVie



**Nickle LaMoreaux**

Chief HR Officer, IBM



**Paige Ross**

Global Head of HR, Blackstone



# STRATEGIC PERSPECTIVES FROM HR PIONEERS

## International Experts Defining HR's Business Impact

This group of world-renowned advisors and scholars has worked with hundreds of top organizations all over the globe. Their research, frameworks, and real-world insights have shaped how companies measure, lead, and maximize the business value of HR.



**Dick Beatty**

Professor Emeritus, Rutgers



**Charlie Tharp**

Center on Executive Compensation



**Ram Charan**

Global Advisor to CEOs & Boards



**Dave Ulrich**

Emeritus Professor, Univ of Michigan



**David Green**

People Analytics Leader



**Patrick Wright**

Assoc. Dean, Univ of South Carolina



**Jessica Johnson**

Principal, The RBL Group



**Arthur Yeung**

Sr. Advisor, Tencent, Hong Kong



**Rita McGrath**

Academic Director in Executive Education



**Rob Ployhart**

Professor, Univ of South Carolina



**Rebecca Ray**

Human Capital Strategist  
and Executive Coach







# ACADEMIC COACHES FOR REAL-WORLD IMPACT

## Faculty Mentors Guiding Participant Growth

A team of experienced academics will work one-on-one with each participant—supporting their GHRLE journey and helping shape and advance the strategic project defined in partnership with their sponsor.



Karoline Boye Thompson

Asst. Professor, U of South Carolina



Lynn McFarland

Assoc. Professor, U of South Carolina



Julian Dalzell

Senior Lecturer, U of South Carolina



Mark Maltarich

Assoc. Professor, U of South Carolina



Edwyna Hill

Asst. Professor, U of South Carolina



Anthony Nyberg

Professor, Univ of South Carolina



Each participant also serves as faculty—sharing insights and shaping the collective learning experience.



DJ Schepker

Assoc. Professor, U of South Carolina



Adam Steinbach

Assoc. Professor, U of South Carolina





# WORLD-CLASS ADVISORS FOR WORLD-CLASS LEADERS

## Our Global Advisory Board of Experts

**Bill Conaty** - legacy GE and Private Equity

**Peter Fasolo, PhD** - HR Policy Institute (HRPI), legacy Johnson & Johnson, KKR, Bristol-Myers Squibb

**David Green** - UK-based Executive Director Insight222, legacy IBM Watson, social media influencer

**Mirian Graddick-Weir, PhD** - legacy Merck

**Peck Kem Low** - Chief HR Officer for the Public Service Division (PSD), Prime Minister's Office of Singapore; President, Singapore Human Resources Institute (SHRI)

**Pam Kimmet** - Manulife, legacy Lucent Technologies, Bear Stearns, Coca-Cola Enterprises, Cardinal Health

**Donna Morris** - Walmart, legacy Adobe

**Christy Pambianchi** - Caterpillar Inc., legacy Intel, Verizon, Corning, PepsiCo

**TV Rao** - founder of National HRD Network (NHRDN)

**Rebecca Ray, PhD** - legacy The Conference Board, Mastercard, Prudential, Comcast, Merrill Lynch

**Charlie Tharp, PhD** - Center On Executive Compensation, legacy CIGNA, Bristol Myers Squibb, Saks, Inc.

**Arthur Yeung, PhD** - Tencent, legacy CEIBS and Cathay Capital



# GHRLE AND THE DARLA MOORE SCHOOL OF BUSINESS



**GLOBAL HR LEADERSHIP**  
EXPERIENCE

## **A Global Perspective That Sets Us Apart**

The Darla Moore School of Business, the first to be named for a woman, is a powerhouse for global leadership, innovation, and corporate engagement. The Moore School is globally recognized for preparing leaders to navigate complexity across borders, cultures, and markets. Boasting an undergraduate international business program ranked No. 1 by U.S. News & World Report for 26th consecutive years and the #1-ranked International MBA program in the U.S. for 12 consecutive years, the Moore School is the world leader in international business.

## **World-Class Research Faculty Known for Impact**

The Moore School is home to internationally recognized scholars across key business disciplines—including Human Resources, Strategy, Organizational Psychology, International Business, Finance, Economics, Data Science and Accounting. Our faculty consistently rank among the most published and cited in the world, shaping thought leadership and informing practice across industries. GHRLE participants benefit from this unmatched intellectual ecosystem and research-driven expertise.

## **Partnering with Corporations to Build HR Talent**

Our Master of Human Resources (MHR) program is recognized as one of the strongest globally, combining rigorous academics with real-world relevance. Students engage directly with CHROs from Fortune 100 companies, participate in live business cases, and are mentored by senior HR executives. This deep industry integration makes the Moore School a premier destination for cultivating the next generation of strategic HR leaders.



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In partnership with the: **FUTURE OF HR INITIATIVE**



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## DANIEL-MICKEL CENTER FOR EXECUTIVE EDUCATION

Exec Ed has its home in one of the most striking architectural achievements in South Carolina. Among its many superlative features is the fact that it has earned a LEED Platinum certification, meaning it's as green as a building gets. A superlatively sustainable place to foster sustainable businesses. Located in the heart of South Carolina's capital city, the Moore School is part of the beautiful campus of the state's flagship research university. It is convenient to the halls of state government and the city's business elite.



**Website**

[mooreexeced.com/ghrle-program](http://mooreexeced.com/ghrle-program)



**E-mail**

[angie.brown@moore.sc.edu](mailto:angie.brown@moore.sc.edu)



**Phone**

1-800-EXEC-DMC (1-800-393-2362)



**Social Media**

[linkedin.com/company/mooreexecdev/](https://linkedin.com/company/mooreexecdev/)



**Darla Moore School of Business**

1014 Greene Street, Columbia, SC 29208 U.S.A.



This program has been pre-approved for 55.25 Business Credit Hours toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).



Executive Education at the Darla Moore School of Business is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

