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# The CHRO's Role in Reducing Executive Turnover

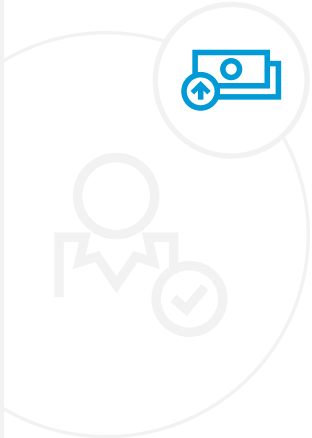
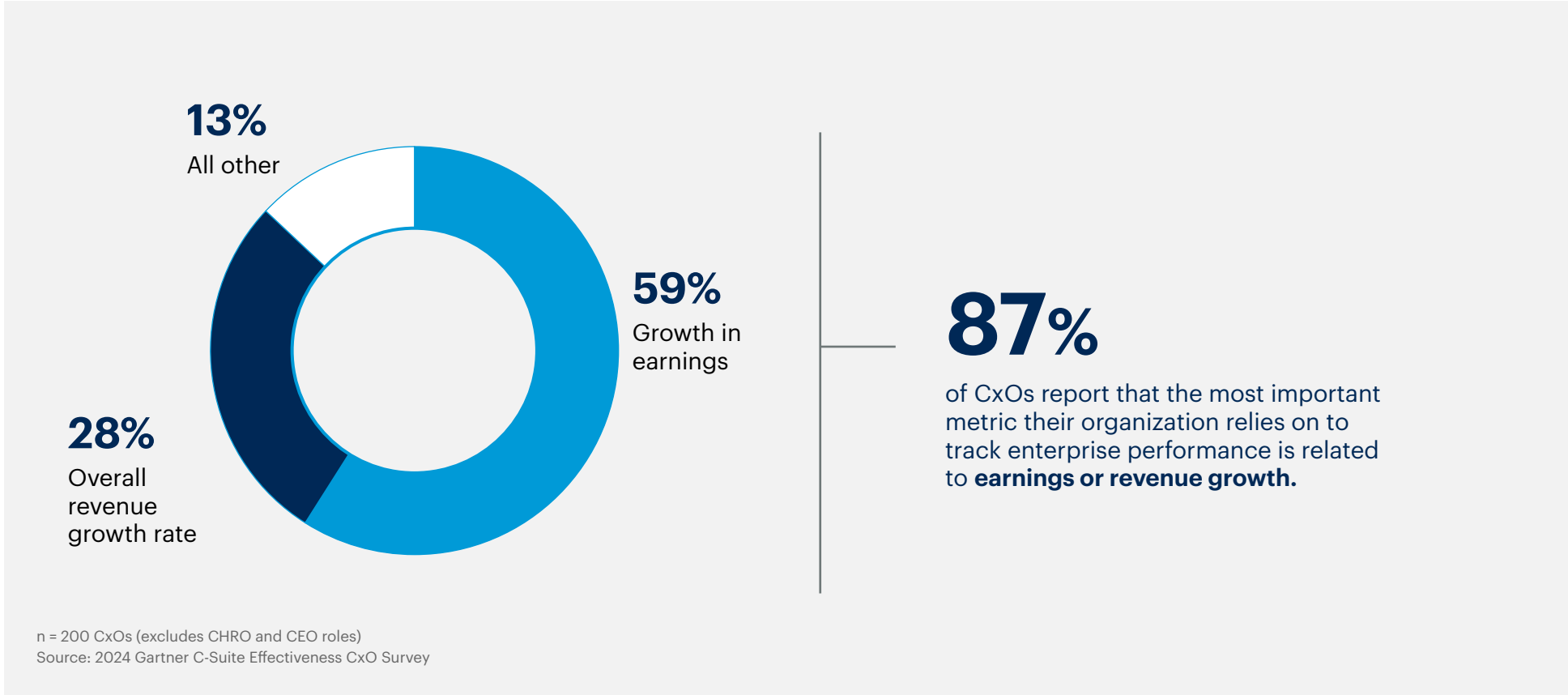
As featured in Harvard Business Review



### Organizations are focused on growth

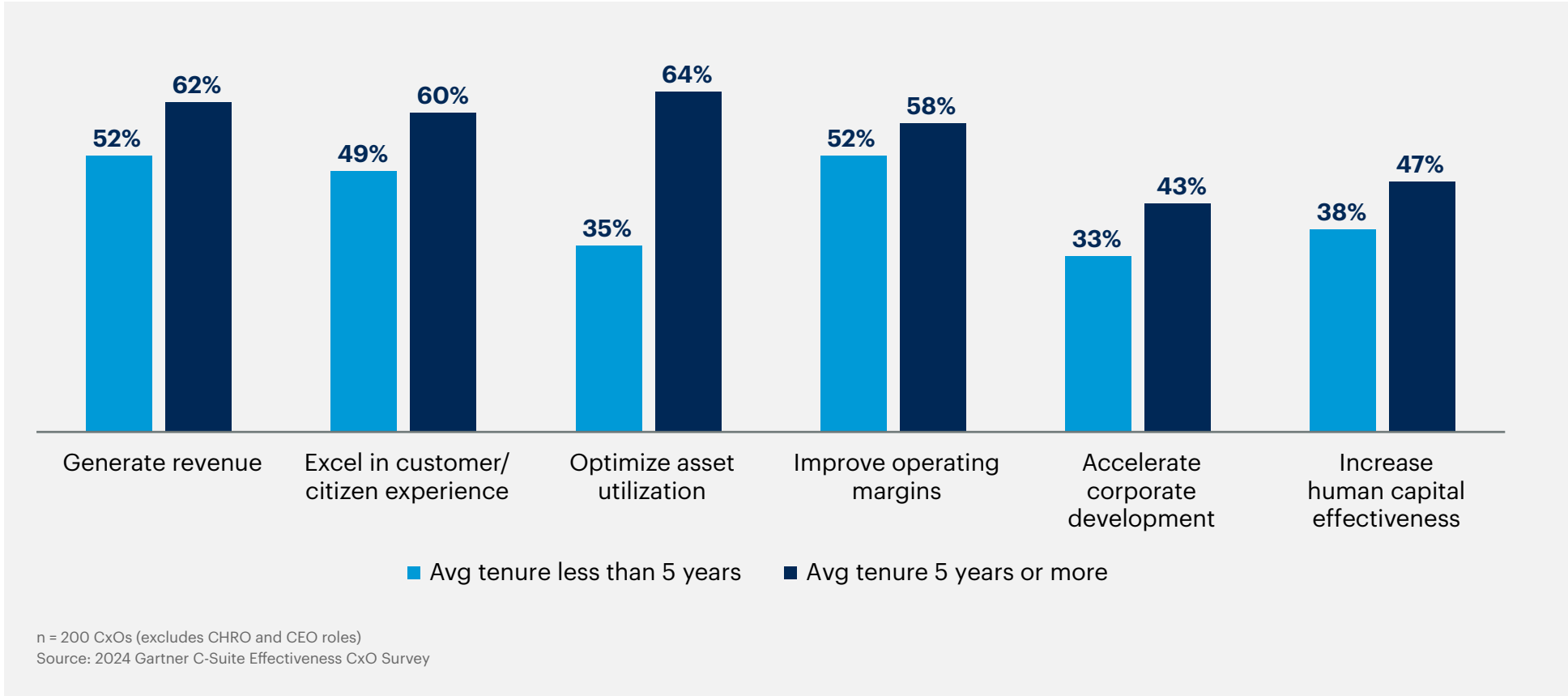
#### Most important metric organizations rely on to track enterprise performance

Percentage of CxOs



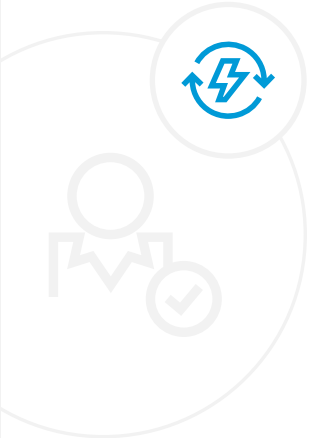
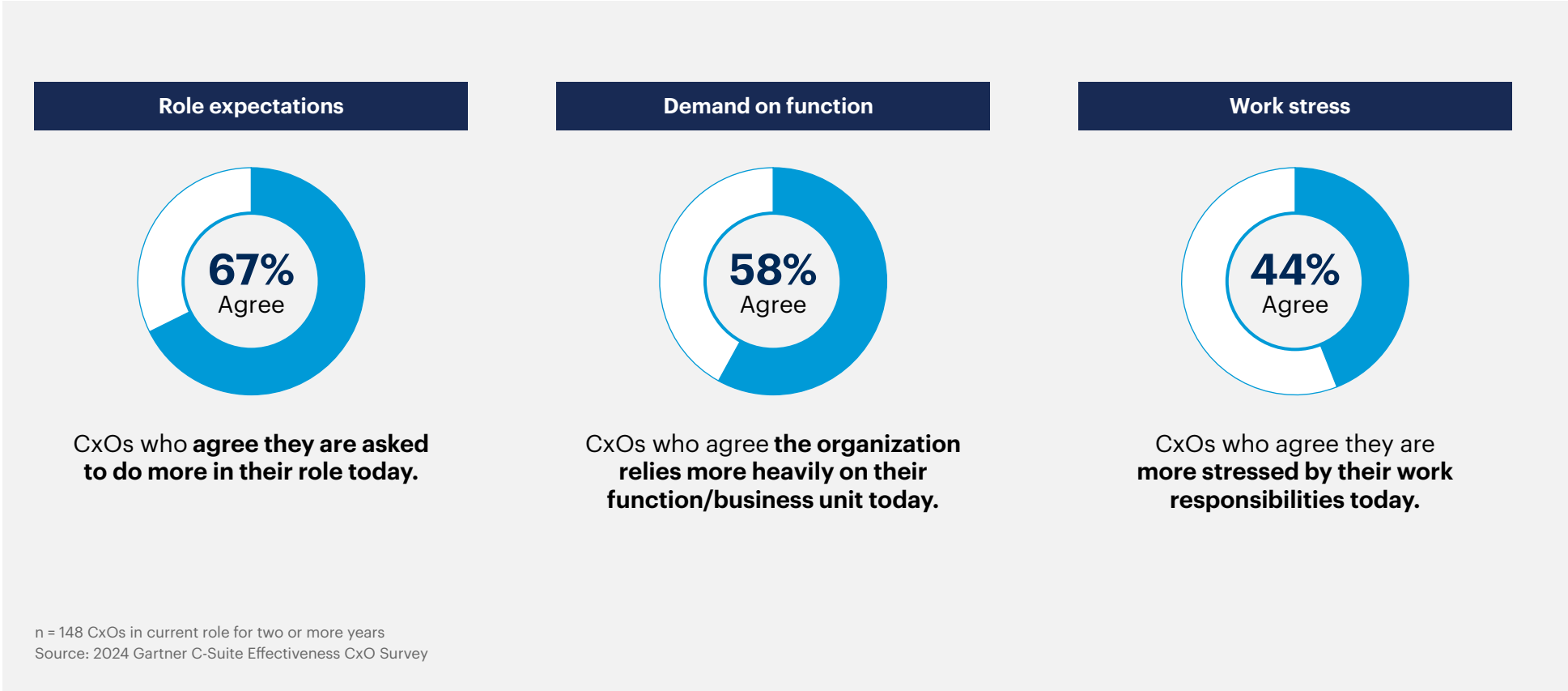
### C-suite turnover associated with lower growth

**Enterprise outcome performance by executive committee average tenure**  
Percentage of CxOs reporting performing ahead of competitors



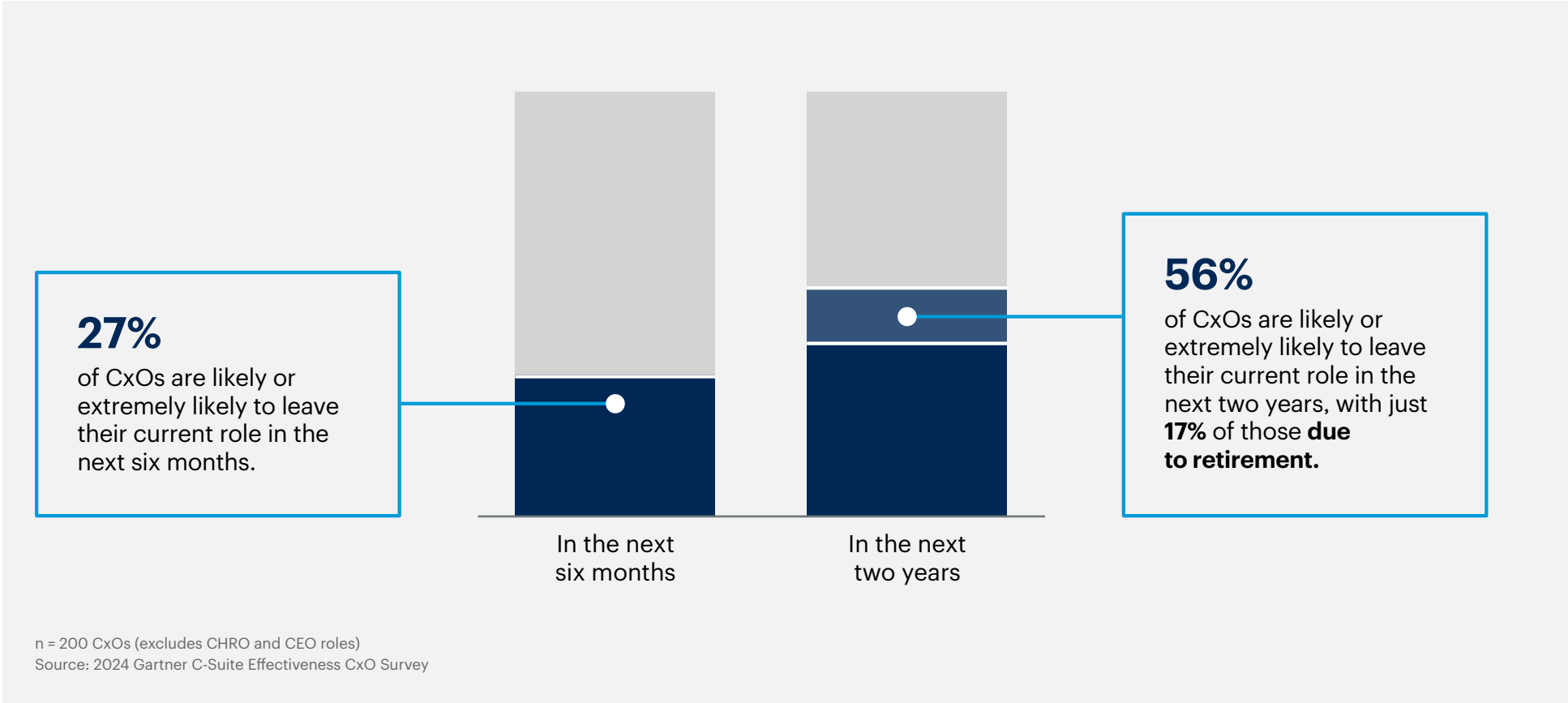
### CxO performance pressure is on the rise

Change in role demand, functional demand and stress in the past two years  
Percentage of CxOs agreeing



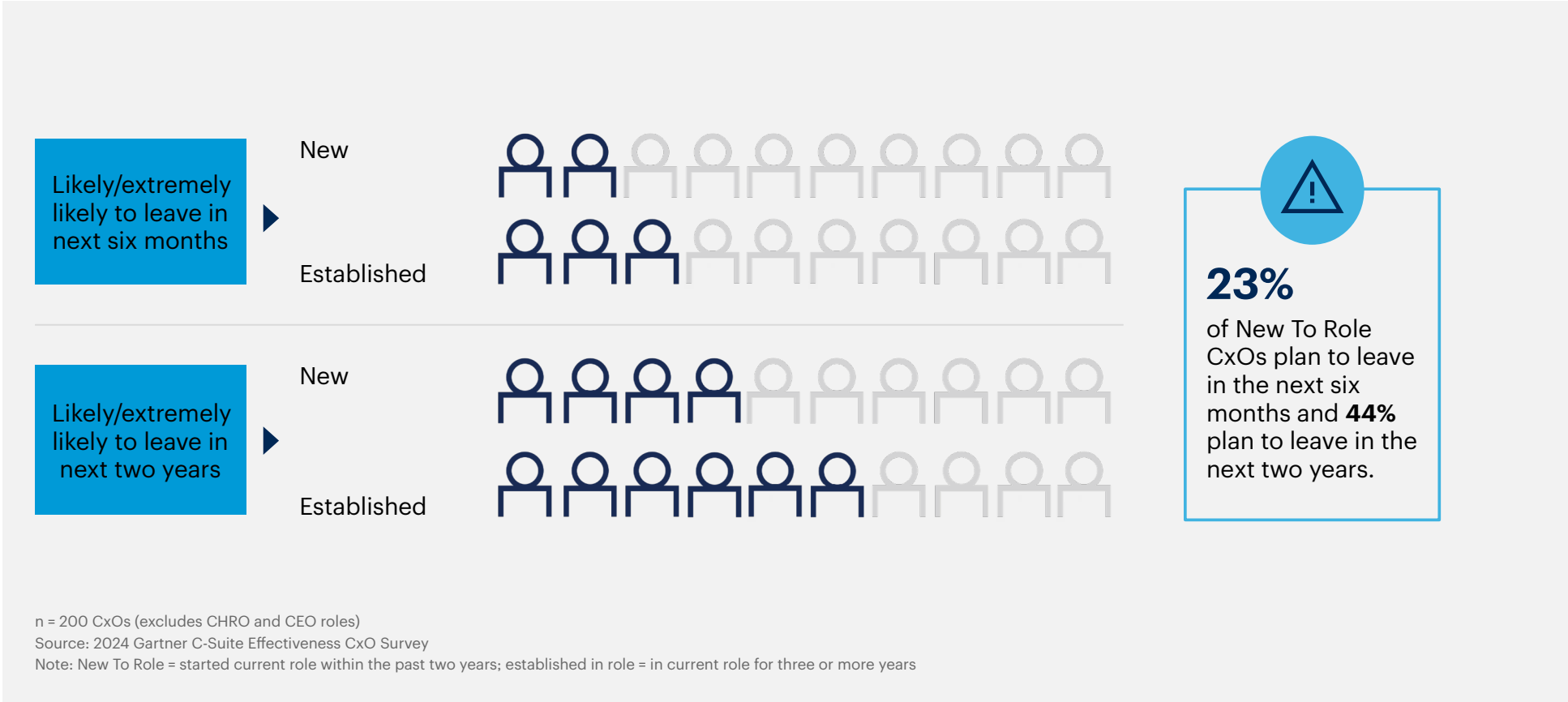
### High CxO turnover expected through 2026

Likelihood of leaving current role  
Percentage of CxOs



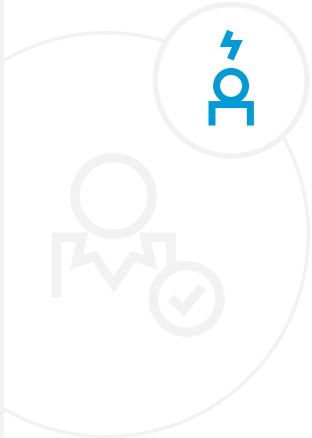
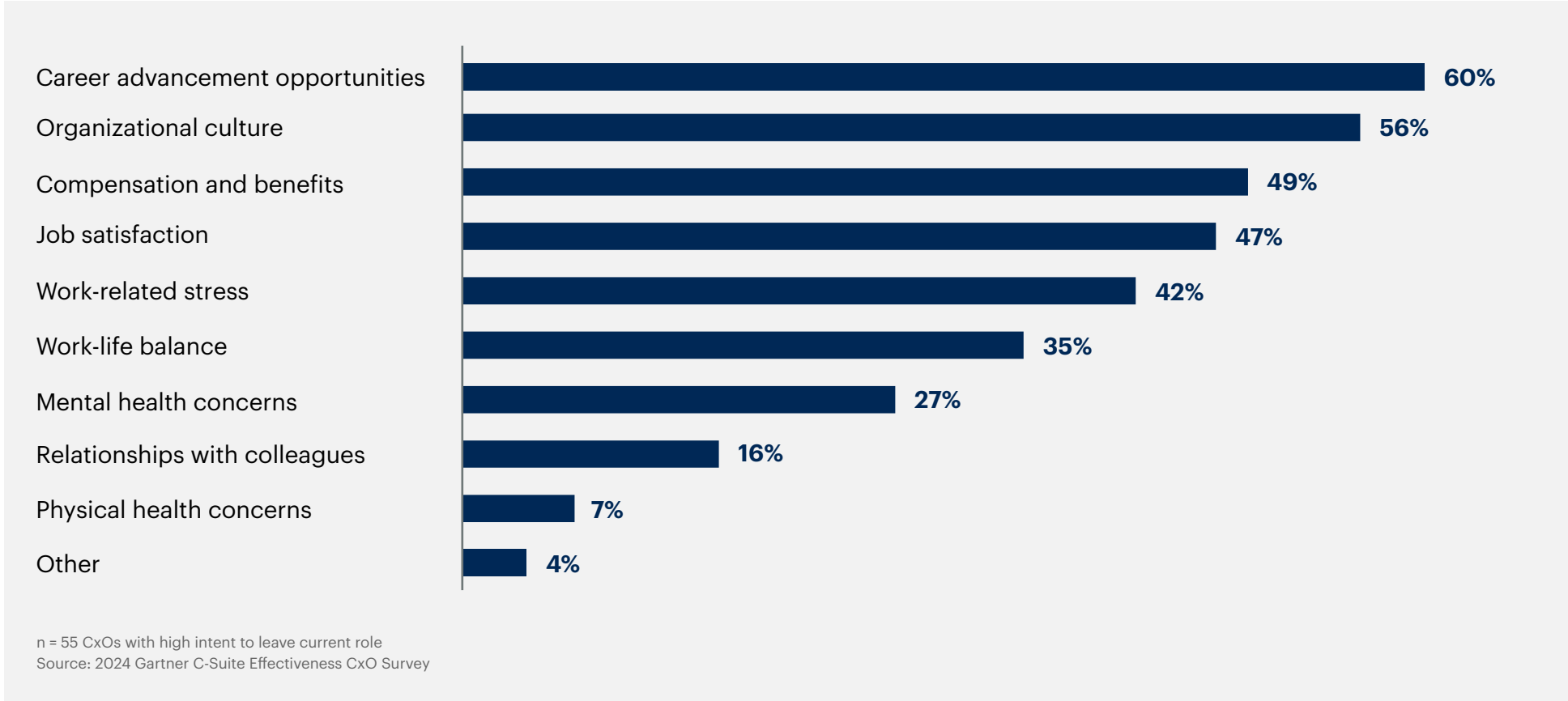
### New To Role CxOs are not exempt from attrition

Likelihood of leaving current role by role tenure  
Percentage of CxOs



### CxO EVP, stress are leading attrition factors

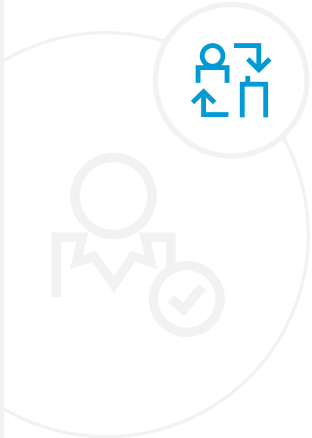
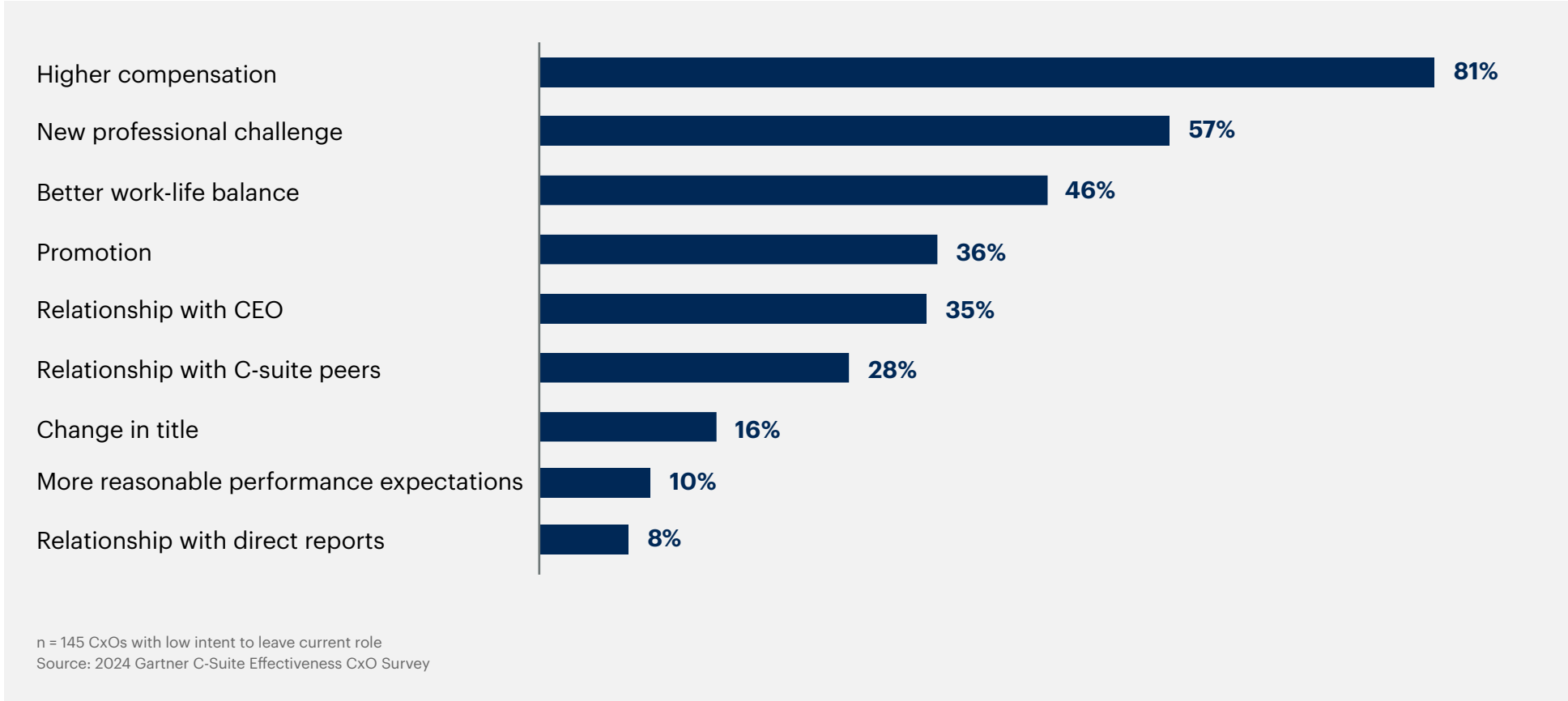
Top factors influencing decision to leave role for those with high intent to leave  
Percentage of CxOs selecting



### Similar risks for CxOs with low intent to leave

#### Top factors/situations that would make CxOs want to change jobs in the next two years


Percentage of CxOs selecting



### CHROs can have greater impact within C-suite

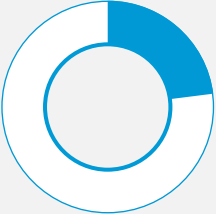
#### CxO views on CHRO effectiveness related to C-suite teamwork and culture

**CHRO impact gap: C-suite teamwork**

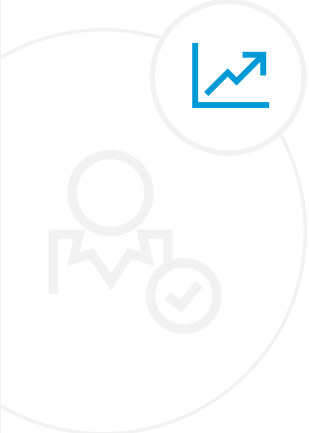


Fewer than **1 in 4** CxOs say their CHRO is effective at strengthening the executive committee/ C-suite's ability to **function as a cohesive team/unit.**

**CHRO impact gap: C-suite culture**





**23%** of CxOs say their CHRO is effective at **managing tension** between executive committee/ C-suite members.



n = 200 CxOs (excludes CHRO and CEO roles)  
Source: 2024 Gartner C-Suite Effectiveness CxO Survey

## How CHROs can help mitigate executive attrition

 <b>Key attrition challenges</b>	 <b>CHRO-led solution</b>
<p>CxOs seek career advancement and new professional experiences.</p>	<p>CHROs can act as executive career coaches for their colleagues and collaborate with CEOs on workforce development and succession plans tailored to the C-suite.</p>
<p>CxOs struggle with CEO relationship building.</p>	<p>CHROs can coach CxO peers on the best ways to cultivate CEO relationships.</p>
<p>CxOs are stressed, desire work-life balance.</p>	<p>CHROs can serve as executive mental health champions, help peers identify sources of work stress and provide coaching on ways to improve work-life balance.</p>

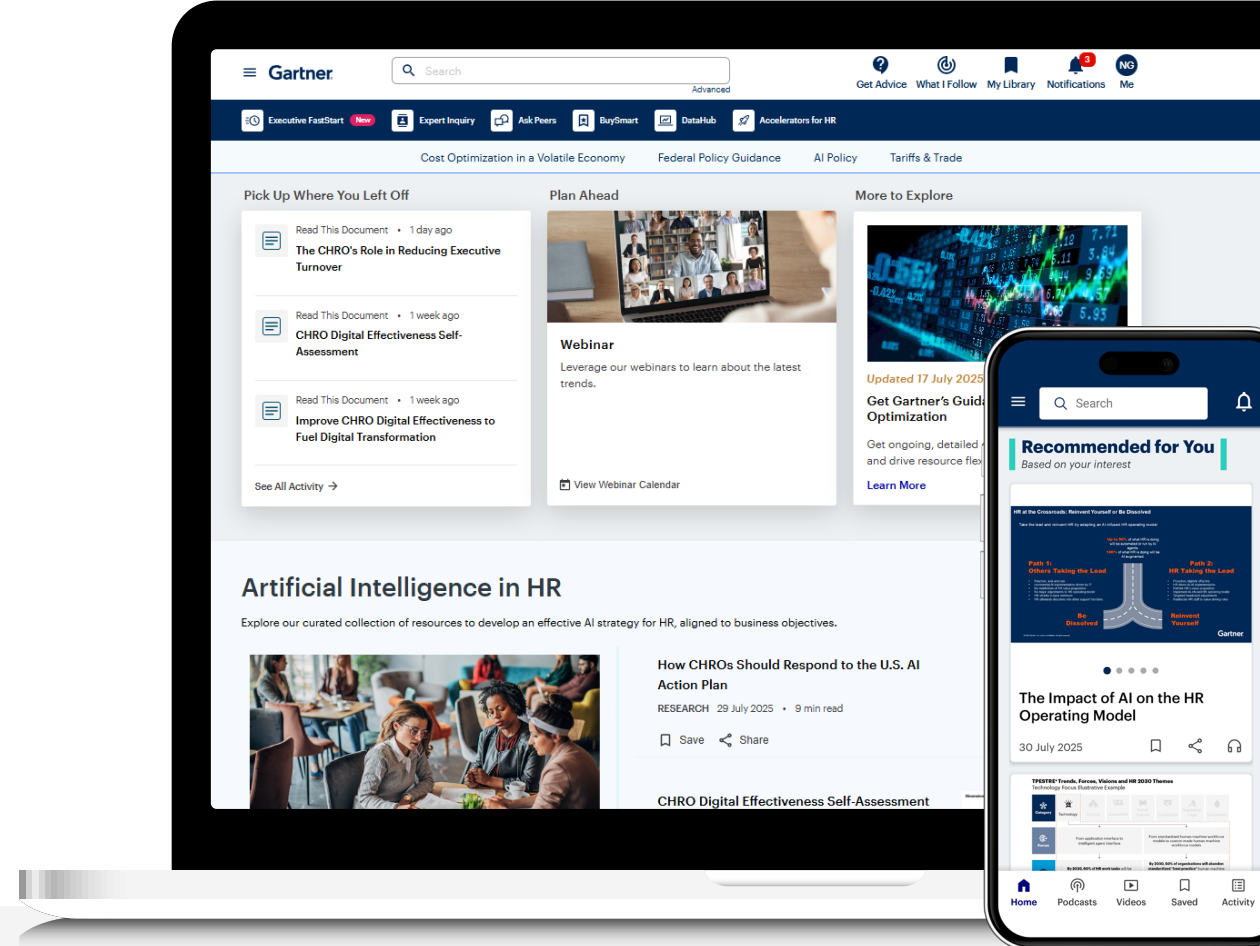
Source: Gartner



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