



Training Program

CHRO

CHIEF HUMAN RESOURCES OFFICER

GIÁM ĐỐC NHÂN SỰ

Global-standard HR Management, tailored for Vietnam

Why are Chief Human Resources Officers today facing the most drastic transformation demands?

In an era of intense volatility, human resources are no longer just for operations - they have become the core competitive foundation of businesses. Because of this, the role of Chief Human Resources Officer (CHRO) is changing more rapidly than any other C-level position.

CHROs around the world are rising to prominence

- 89% of CEOs believe the CHRO plays a central role in long-term growth (HRM Asia).
- 83% of CHROs report that their businesses depend on them much more than they did 3 years ago (Gartner).
- "The CHRO is becoming the most important position in the modern business era." - Josh Bersin
- "Organizations that manage human resources well will win in the future." - McKinsey

However, in Vietnam, CHROs still face many limitations

- Have not yet become strategic partners to the CEO.
- Overloaded with daily operational tasks, lacking "leverage of influence".
- Lack a long-term vision regarding talent, succession, and core competencies.
- HR systems and models remain fragmented, reactive, and lack of data.
- Human resources do not yet play an important role in organizational design and driving growth.

To reach new heights, CHROs need to step out of their administrative - managerial roles to become organizational designers, talent architects, culture leaders, and strategic co-creators alongside the CEO.



A COMPREHENSIVE SOLUTION FROM PACE'S CHRO PROGRAM

Based on 25 years of training and accompanying HR leaders across Vietnam and the region, PACE has developed the "Chief Human Resources Officer - CHRO" program as a complete system to help build strategic capacity for HR heads.



The Challenges of Human Resources Management Today

- HR is not yet seen as a growth lever and rarely participates in decisions regarding strategy, organizational models, and competitive capacity.
- The talent problem lacks an overall strategy as businesses are unclear about what competencies are needed, who the successors are, and how to develop top performers.
- HR systems and models have not kept pace with the times; processes remain fragmented, and data and technology are underutilized.
- HR leaders are busy with operational tasks but lack a strategic voice, having to handle daily affairs more than leading changes in people and culture.



Comprehensive Solutions from PACE's CHRO Program

- Elevate HR to a strategic partner with the mindset, competency frameworks, and tools to accompany leadership.
- Design a systematic, long-term talent strategy with clear competency frameworks, workforce planning, and succession of roadmaps.
- Modernize HR systems and models using data, AI, and advanced HR models.
- Increase the influence of the HR team through the development of leadership skills and the ability to lead change.

THE LEADING COMPREHENSIVE & STANDARDIZED CHRO TRAINING PROGRAM FOR HUMAN RESOURCE LEADERS

95%+

Participants are satisfied and willing to recommend the course to the community.

100k+

Businesspeople and enterprises have placed and continue to place their trust in PACE.

PROGRAM HIGHLIGHTS



25-year history

A pioneer and leader in Chief Human Resource Officer training, with deep influence within the business community nationwide.



Comprehensive, Practical & Sustainable

Harmoniously combines strategic thinking with execution tools, thoroughly solving the misalignment problem between HR and business goals.



Trusted by the Human Resource Expert & Management Community

Highly rated by a vast number of Chief Human Resources Officers and top management experts.



Delivered by Top Professionals & Experts of PACE

A team of experts possessing both academic depth and "battle-tested" practical experience, spreading value and fresh perspectives to the learner community.

PROGRAM OBJECTIVES

- Provide a strategic vision regarding the role of the CHRO in the digital era and global HR trends.
- Equip leaders with the mindset to build effective strategies for people, culture, and talent management.
- Develop senior leadership skills to organize and lead a professional HR team.
- Develop the capability to lead change, proactively innovate, and adapt in new contexts.
- Provide a modern HR management system and practical application methods for Vietnam.



PROGRAM PARTICIPANTS

- 1 Senior HR Leaders**
 - Chief Human Resources Officers (CHROs)
 - Human Resources Directors
 - HR Managers, Organization & Administration Managers
- 2 High-Potential HR Professionals**
 - HR Business Partners (HRBPs), HR Managers
 - HR Specialists aspiring to advance into HR leadership roles
- 3 Business Leaders aiming to strengthen strategic HR capabilities**
 - CEOs, COOs, Founders... who want a deep understanding of people strategy and building strong organizations.

LEARNING OUTCOMES

- **Understand the CHRO role in the 4.0 era**

Gain a deep understanding of the CHRO's role in the new era and grasp prominent HR trends in Vietnam and around the world.

- **Master the core mindset of a strategic CHRO**

Master the mindset regarding HR strategy, corporate culture, talent management and development, along with optimizing employee experience.

- **Elevate leadership and team management capabilities**

Know how to lead and organize the HR team to execute strategic goals and create sustainable value for the business.

- **Lead innovation and adapt to volatility**

Proactively and confidently handle changes in the labor market and business environment, rather than just reacting passively.

- **Standardize HR management methods**

Apply international HR management standards while flexibly adjusting them to suit the practical realities of businesses in Vietnam.

PROGRAM INFORMATION

- **Total duration:** 27 sessions (81 hours of practical learning).
- **Opening:** Flexible schedules, with evening or weekend classes and various training formats available.
- Certificate of Completion for the "Chief Human Resources Officer" training program issued by PACE Institute of Management.
- **Tuition fee:** 20,000,000 VND (promotional price of 18,500,000 VND for early registration; contact consulting for the latest promotional information).

PROGRAM OUTLINES

#	SUBJECTS	SESSIONS	HOURS
1	Professional CHRO in New Era	1	3
2	Organizing HR Department	1	3
3	HR Strategic Planning	4	12
4	HR Business Partner (HRBP)	2	6
5	Talent Management & Development	4	12
6	Talent Acquisition & Employer Branding	2	6
7	Building Corporate Culture	2	6
8	Leading & Working with AI	2	6
9	Compensation & Benefit (C&B)	4	12
10	Laws on Labour	2	6
11	Life Management Program (LMP) <i>(Special Seminar for Trainees of Chief-Officer Programs)</i>	2	6
12	Summary & Reflection	1	3
*	Graduation Ceremony	*	*

TOTAL: 27 sessions - 81 hours

Founded in 2001, PACE is one of Vietnam's most influential management institutes. For more than 25 years, PACE has helped advance modern management practices in Vietnam - strengthening leadership capacity, elevating governance standards, and expanding organizations' global outlook. PACE is also the first school for business leaders in Vietnam.

PACE is a trusted partner in transforming leaders, teams, and organizations to achieve breakthrough and sustainable performance in an ever-changing world.

PACE's 3 Core Solutions to relize its mission:

- 1 PACE Training
- 2 PACE Consulting
- 3 PACE Books

PACE ecosystem **includes 8 affiliated schools, 8 member companies, and 8 global partners**, aligned across three integrated pillars: Training, Consulting, and Publishing. Together, they cover eight core disciplines of management: General Management, HR Management, Financial Management, Marketing Management, Sales Management, Production Management, Supply Chain Management, and Project Management.

PACE also advances its mission through **PACE NPOs**, a long-term portfolio of non-profit educational initiatives launched in 2007, designed to deliver comprehensive and meaningful impact.



BELIEVING IN AUTHENTIC LEARNING

PACE Building

181-183 Co Giang Street,
Cau Ong Lanh Ward, Ho Chi Minh City
(former District 1, Ho Chi Minh City)

PACE Building

341 Nguyen Trai Street,
Cau Ong Lanh Ward, Ho Chi Minh City
(former District 1, Ho Chi Minh City)

Hanoi Office

Coalimex Building (Floor 2)
33 Trang Thi Street, Cua Nam Ward
(former Hoan Kiem District)