



EXECUTIVE EDUCATION

ADVANCED HUMAN RESOURCE EXECUTIVE PROGRAM (BLENDED)

Successful HR leaders create a clear, compelling vision that drives performance in today's complex business environment. This blended program empowers you to lead with confidence at the highest levels—integrating in-person immersion and live online learning to equip you with the strategic insight, influence, and capabilities to shape the future of your organization.

Advanced Human Resource Executive Program (Blended)

DATES

Summer 2026: 70+ hours between June 23 - July 31, 2026 including:

In-person on-campus experience from July 13-18, 2026

Fall 2026: 70+ hours between

Sept 29 - Nov 10, 2026 including:

In-person on-campus experience from Oct 19-24, 2026

› Live online sessions before and after the on-campus portion

› For more details, see the program schedule on page 4

FORMAT

Blended Learning

Online and Ann Arbor, MI

PROGRAM FEES*

\$23,500 US

CREDENTIAL

Visit the website to see available credentials.

Empowering HR Leaders to Drive Strategy and Impact

Senior HR leaders today face immense pressure to deliver strategic value amid constant change. Increasingly, HR Executives are being called to align strategy and business outcomes with HR initiatives while also influencing culture changes within their organizations. Many leaders are also expected to adopt new technologies like AI, manage organizational uncertainty, and influence decisions at the highest levels—all while maintaining trust across the organization.

This program is designed to help HR leaders meet those challenges with confidence. You'll learn to set and execute an HR strategy that enables your organization's success and prepares you for continual change, with tools and insights you can apply immediately.

This program is built around four key themes that define HR leadership today:

- › **Ascending to the C-Suite** - Strengthening your executive presence, influence, and strategic voice.
- › **Leading From the HR Role** - Driving impact across the organization through HR strategy.
- › **AI & Data Analytics: Realizing Opportunities** - Using data to inform decision-making and shape the future of work.
- › **Culture & Strategy: Transforming Organizations** - Leading meaningful change aligned to business goals.

Throughout the program, you'll work on an organizational challenge you bring with you—applying program insights, gaining input from Michigan Ross faculty, your peers, and experienced CHROs from leading companies. You'll leave with a clear, actionable plan and the leadership capacity to make it happen.

▶ REGISTER TODAY!

For more information, contact us or scan the QR code below:

734-763-1000

RossExecEd@umich.edu



**Your program fee includes accommodations, meals, selected dinners, and course materials. Dates and fees are subject to change.*

KEY BENEFITS

- › **Transform Strategy into Tangible Organizational Value:** Strategic HR investments in time and resources boost employee engagement, retention, and productivity—driving better performance and a stronger bottom line. Learn how to maximize organizational value through focused HR efforts.
- › **Master Internal Dynamics to Maximize Influence:** Advance your career by mastering proven frameworks to build and manage high-impact relationships with your C-suite and Board.
- › **Leverage Outcomes to Strengthen the Business Case for HR:** Learn how to use financial statements, prepare for analyst calls, and build the business case for HR activities.
- › **Harness Internal Culture to Strengthen Teams and Boost Performance:** Organizations with strong corporate cultures achieve 4x higher revenue growth than those with weak or misaligned cultures. Learn to understand the daily actions that an individual and a team can take to improve culture
- › **Make HR a True Strategy Driver:** Gain insights into best practices for leading the HR function to attract top talent and build a resilient workforce that transforms HR into a strategic driver by closing existing gaps and adopting best practices for navigating uncertainty in the evolving HR landscape.
- › **Unlock the Strategic Power of HR with AI and Data-Driven Decisions:** Learn how AI and data analytics can help you evolve HR from a traditionally administrative role to a strategic driver of culture and performance.
- › **Accelerate Impact Through a Hybrid Blended Format:** Online and on-campus sessions integrate learning with your day-to-day work, enabling flexibility, real-time application, and opportunities to network with industry leaders.

WHO SHOULD ATTEND

- › C-level and Senior HR and talent executives
- › Group, Global, or Executive Directors of HR
- › Heads of corporate learning or corporate universities
- › General Managers responsible for HR within their organization or business unit
- › Senior leaders seeking an immersive in-person experience complemented by convenient live online sessions

TYPICAL TITLES INCLUDE

- › VP of Human Resources or other business functions
- › Chief Human Resources, Talent or Learning Officer
- › Senior, Group, Global, or Executive Director of HR
- › Head of Corporate University

“I gained a wealth of professional insights in AHREP, and I can confidently say that I will be putting them to immediate use in my HR role as we strive to create competitiveness and increase value for stakeholders.”



HUDA ALREWAITI
TALENT MANAGEMENT DIRECTOR, THIQAH

PROGRAM STRUCTURE*

**OPEN PROGRAMS
IN NORTH AMERICA**
– Financial Times, 2025

At Michigan Ross, you'll be challenged and energized by dynamic, interactive learning experiences. Participants will spend one week on campus for immersive, in-person coursework and networking with their cohort. The program also includes live, virtual sessions. Virtual sessions take place over five weeks and include two 90-minute sessions per week. Program topics will be presented through a combination of action-learning activities, group discussions, team exercises, lectures, case studies, and projects.

Live Online Sessions

SUMMER 2026	ONLINE SESSION 1	ONLINE SESSION 2	ONLINE SESSION 3	ONLINE SESSION 4	ONLINE SESSION 5
FALL 2026	ONLINE SESSION 1	ONLINE SESSION 2	ONLINE SESSION 3	ONLINE SESSION 4	ONLINE SESSION 5
AFTERNOON ET	› The Next HR: What's Coming in 3-5 Years	› Strategic HR: Activities that Drive Business Growth	› Competitive Landscape: Defining Your Organizational Challenge	› From Insight to Action: Crafting Your Strategy	› Social Capital for Leaders

On Campus Week - Module 1: Ascending to the C-Suite

Module 2: Leading From the HR Role

S	MON, JULY 13	TUES, JULY 14	WED, JULY 15	THURS, JULY 16	FRI, JULY 17	SAT, JULY 18
F	MON, OCT 19	TUES, OCT 20	WED, OCT 21	THURS, OCT 22	FRI, OCT 23	SAT, OCT 24
A.M.	› Compete to Win: Building Competitive Advantage	› Show Your Value: Linking HR Capabilities to Business Results	› Developing an AI Mindset for Your Team	› Decoding Financial Statements: How to Use the Data	› Leadership Communication: Strategies for Change	› Inside the Boardroom: HR's Role in Governance
LATE A.M.	› Strategy in Motion: Aligning for Execution	› Diagnosing HR's Effectiveness	› Leading AI Responsibly	› The Numbers Story: Using Finance to Make Your Case	› Who We Are: Communicating Organizational Identity	› Grow Your Career: Ascending to the C-Suite
P.M.	› Talent Management: Building for Future Growth	› Developing Leaders: Unlocking Potential Across All Levels › Succession Planning: Preparing the Next Generation	› Value of AI in HR Workflows › Winning with AI: Creating Competitive Advantage Through Tech	› Stadium Tour	› Leading Across the Organization › Leading Through Chaos with Positivity	
LATE P.M.	› Group Activity	› Guest Speaker via Zoom / Equity Challenge Night	› Free Night	› Guest Speaker/ Reception	› Closing Dinner	

Live Online Sessions

SUMMER 2026	ONLINE SESSION 6	ONLINE SESSION 7	ONLINE SESSION 8	ONLINE SESSION 9	ONLINE SESSION 10
FALL 2026	ONLINE SESSION 6	ONLINE SESSION 7	ONLINE SESSION 8	ONLINE SESSION 9	ONLINE SESSION 10
AFTERNOON ET	› Executive Compensation Strategy	› Executive Compensation: Aligning Pay with Performance	› Leading Change: Overcoming Resistance	› Group coaching/small group sessions on the HR Personal Project	› Graduation Ceremony

*This sample schedule is intended to represent the program structure and content. Timing and session topics are illustrative and subject to change.

AWARD-WINNING ROSS FACULTY

FACULTY FOR OPEN PROGRAMS
IN NORTH AMERICA
– Financial Times, 2025

Expert Michigan Ross faculty convert research-based insights into actionable outcomes. Learn from the same faculty who teach in our highly-ranked degree programs.

FACULTY DIRECTOR



Christopher Rider

Thomas C. Kinnear Professor; Associate Professor of Entrepreneurial Studies

FEATURED INDUSTRY EXPERT



JP Elliott

Founder, Future of HR

ROSS EE FACULTY:

- › **Cheri Alexander:** Adjunct Lecturer of Management and Organizations
- › **Nigel Melville:** Associate Professor of Technology and Operations
- › **Anant Nyshadham:** Associate Professor for Business Economics and Public Policy; Buzz and Judy Newton Faculty Fellow
- › **Jeffrey Sanchez-Burks:** William Russell Kelly Professor of Business Administration; Professor of Management and Organizations
- › **Monica Worline:** Lecturer of Management and Organizations; Faculty Director of Center for Positive Organizations
- › **Gwen Yu:** Professor of Accounting; Michael and Joan Sakkinen Faculty Fellow; Accounting Faculty Doctoral Coordinator
- › **Sarah Zimmerman:** Lecturer of Business Communication

INDUSTRY EXPERTS:

- › **Pamela Coukos:** CEO and Co-Founder, Working Ideal
- › **Tanuja Dehne:** Executive Fellow, University of Michigan, Ross School of Business
- › **Charles Tharp:** Professor of the Practice, Questrom School of Business, Boston University

“AHREP’s comprehensive content and practical insights were immensely valuable, and I have already started to explore how we can implement some of these ideas to drive greater value for our employees, customers, and stakeholders. It was a truly enriching experience, and I am grateful for the chance to engage with such a talented cohort and learn from the best in the field.”



NAWAF KABLY

CHRO, GULF INTERNATIONAL BANK

[Faculty Note: Select faculty and industry experts will teach in each program session.]

Contact us today | 734-763-1000 | RossExecEd@umich.edu

THE MICHIGAN DIFFERENCE

No matter your business challenge or strategic priority, Michigan Ross Executive Education is ready to be your partner in success. Here's what you can expect from the No. 1 Ranked Executive Education Provider in North America.

- › Benefit from an action-based approach to learning that provides unique opportunities to put concepts into practice.
- › Be inspired by and collaborate with world-class Ross faculty who are adept at translating academic work into business practices that achieve results.
- › Leave with actionable takeaways that you can leverage to make an immediate impact at your organization.
- › Build your network and learn from a small cohort of other managers and executives in a vibrant learning community.



A WORLD-CLASS EXPERIENCE

Every aspect of our in-person and online programs is designed to deliver you a truly world-class experience. Our program directors work closely with faculty before, during, and after the program to ensure you achieve your objectives. Program managers facilitate a seamless transition between activities and assist with anything you might need—ensuring your focus is on learning, not logistics.

9.6/10

**OVERALL SATISFACTION
SCORE FOR OPEN PROGRAMS**
– *Financial Times*, 2025



Share Your Success

Upon successful completion of the program, participants also earn 8 units toward our Distinguished Leader Certificate Program.

We invite you to connect with us to learn more about the credentialing options for which you may qualify.

“The program exceeded my expectations and changed the way I think about HR as a whole. If you want the best program in HR, this is the one.”

ZAKI A. AL-MUSHARRAF
SAUDI ARAMCO

**COURSE DESIGN FOR OPEN
PROGRAMS IN NORTH AMERICA**
- Financial Times, 2025

TOP 10



THE UNIVERSITY OF MICHIGAN

Founded in 1817, the University of Michigan was one of the first public universities in the United States. U-M is one of only two public institutions in the United States consistently ranked in the top 10 and has more than 100 top-ranked graduate programs. U-M maintains a global presence, including through initiatives in Southeast Asia, Brazil, the Middle East, India, and China.

MICHIGAN ROSS

Founded in 1924, the Stephen M. Ross School of Business at the University of Michigan is committed to building a better world through business. Through powerful ideas, purpose-driven leaders, and positive impact, we use business to make a meaningful difference in the world. Our unique approach focuses on action-based learning and interdisciplinary, team-oriented situations.

EXECUTIVE EDUCATION

Michigan Ross offers diverse programs for individuals and numerous custom solutions annually, serving more than 4,000 executives around the world. No matter your business challenge or strategic priority, Michigan Ross can be your partner in success.

Programs for Individuals

Whether you're an organization working to enhance your leadership pipeline or an individual seeking to advance your career, Michigan Ross Executive Education offers a variety of programs to meet your needs. Benefit from flexible instruction formats, including live online, asynchronous, and hybrid virtual learning.

Custom Solutions

Michigan Ross collaborates with organizations around the world to translate their goals into successful, immersive learning experiences.

ANN ARBOR

The University of Michigan is located in Ann Arbor, a vibrant and sophisticated college town located 50 miles from Detroit and less than 30 minutes from Detroit Metropolitan Airport, a major international hub with non-stop flights from over 115 U.S. and 20 international cities.



**NO. 1 MOST
EDUCATED CITY
IN AMERICA**

- WalletHub,
2023



**NO. 1 HIDDEN
GEM TO VISIT
FOR CULTURE**

- Pheabs,
2023



**NO. 1 BEST
QUALITY OF
LIFE IN THE U.S.**

- Forbes, 2024

WORLDWIDE

Michigan Ross delivers programs for individuals around the globe and custom programs wherever our partners request.

Contact us today | 734-763-1000 | RossExecEd@umich.edu



michiganross.umich.edu/execed

M | MICHIGAN ROSS

Executive Education

Stephen M. Ross School of Business
University of Michigan
1000 Oakbrook Dr, Ste 300
Ann Arbor, MI 48104-6815

The Regents of the University of Michigan

Jordan B. Acker, Michael J. Behm, Mark J. Bernstein, Paul W. Brown,
Sarah Hubbard, Denise Ilitch, Carl J. Meyers, Katherine E. White, Domenico Grasso (*ex officio*)

University of Michigan Nondiscrimination Policy Notice

The University of Michigan, including the Ann Arbor, Dearborn, Flint campuses as well as Michigan Medicine, as an equal opportunity employer, complies with all applicable federal and state laws regarding nondiscrimination. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. Inquiries or complaints may be addressed to the Equity, Civil Rights and Title IX Office (ECRT), 2072 Administrative Services Building, Ann Arbor, Michigan 48109-1432, 734-763-0235, TTY 734-647-1388.

© 2026 The Stephen M. Ross School of Business at the University of Michigan