



A 20% Shakeup: CHRO Turnover Trends in the Fortune 500¹

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Executive Summary

More than 1 in 5 Fortune 500 companies replaced their Chief Human Resources Officer (CHRO) in the past year — a turnover rate significantly higher than that of S&P CEOs (11.6%²) and CFOs (17.8%³). This report analyzes who the Fortune 500 CHROs are and what the data suggests for CEOs and Boards.

What the Numbers Reveal About CHRO Turnover

During the period June 1, 2024 – May 31, 2025:

- Fortune 500 CHRO turnover was 20.6%.
- 94 new CHROs were appointed within the Fortune 500.
- 66% of new CHROs were internal promotions.
- CHRO turnover rate for Fortune 500 **technology** companies was 27.6%.
- CHRO turnover for **technology** companies in the **Fortune 100** was even more pronounced at 50%.

As of May 31, 2025:

- 8 Fortune 500 companies have open CHRO roles (7 departures during the past 12 months).
- 2 Fortune 500 companies have Co-CHRO leaders.
- 7 Fortune 500 companies do not designate an HR leader.

Conclusion: Strategic Imperatives for CEOs and Boards

There has always been a high correlation between CEO turnover and CHRO turnover, so recent increases in CEO turnover are likely responsible for part of the CHRO turnover rate. Other contributors to CHRO

¹ The Fortune 500 is an annual list published by Fortune magazine ranking the 500 largest U.S. companies by total revenue. "Fortune 500" is a registered trademark of Fortune Media IP Limited, used herein for informational purposes only.

² Source: <https://www.russellreynolds.com/en/about/newsroom/record-number-of-ceos-left-their-roles-in-2024>

³ Source: <https://www.russellreynolds.com/en/insights/reports-surveys/global-cfo-turnover-index/sp-500-by-the-numbers>

turnover include increasing demands on the CHRO function as a strategic contributor to the business; burnout from managing COVID-19 and return to office mandates; burnout from often running point on social and political issues; and pressure to develop effective workforce AI strategies.

Fortune 500 companies have largely relied on internal successors to address CHRO turnover. Given the increased demand on the HR function, it is clear that CEOs and Boards should prioritize three critical investment areas:

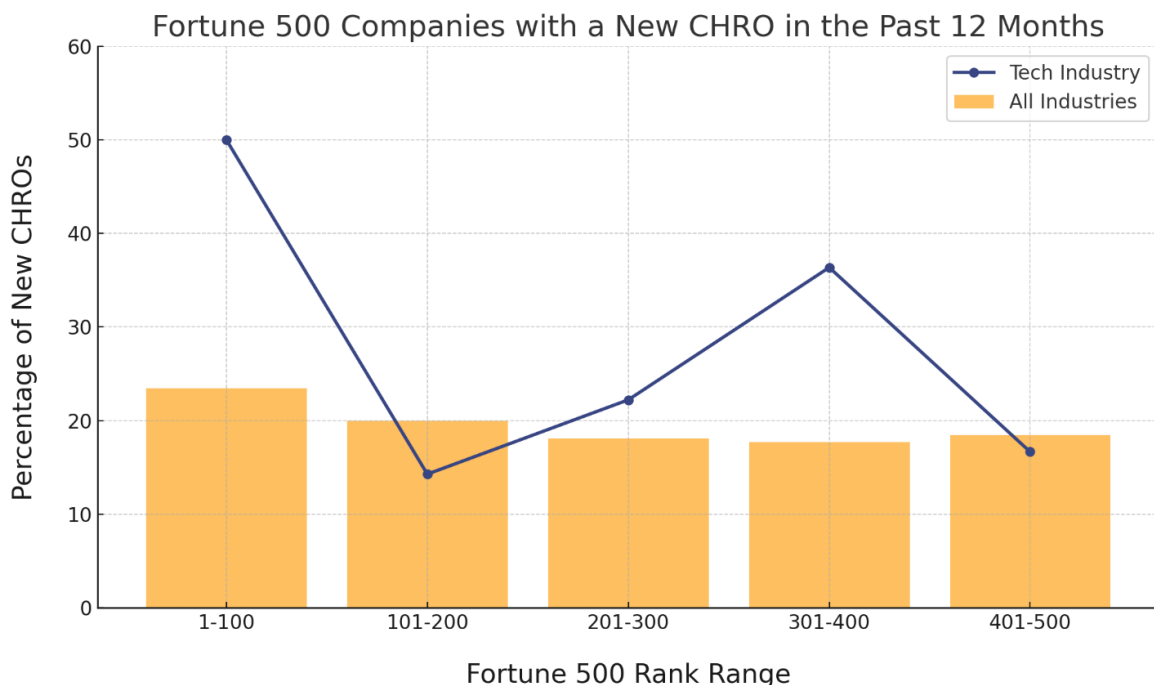
- CHRO succession planning and HR bench strength
- HR analytics and AI capabilities
- Coaching and peer development resources for the CHRO

The median Fortune 500 CHRO tenure is just three years and those executives have been with their companies for an overall median tenure of nine years. This disparity suggests companies are growing CHROs internally, only to lose them too quickly. Finally, with CHRO turnover at such high levels, the next 12 months could bring even more disruption. The companies that invest in HR leadership pipelines now will be the ones better positioned to lead through uncertainty.

Who Are the Fortune 500 CHROs? A Visual Deep Dive

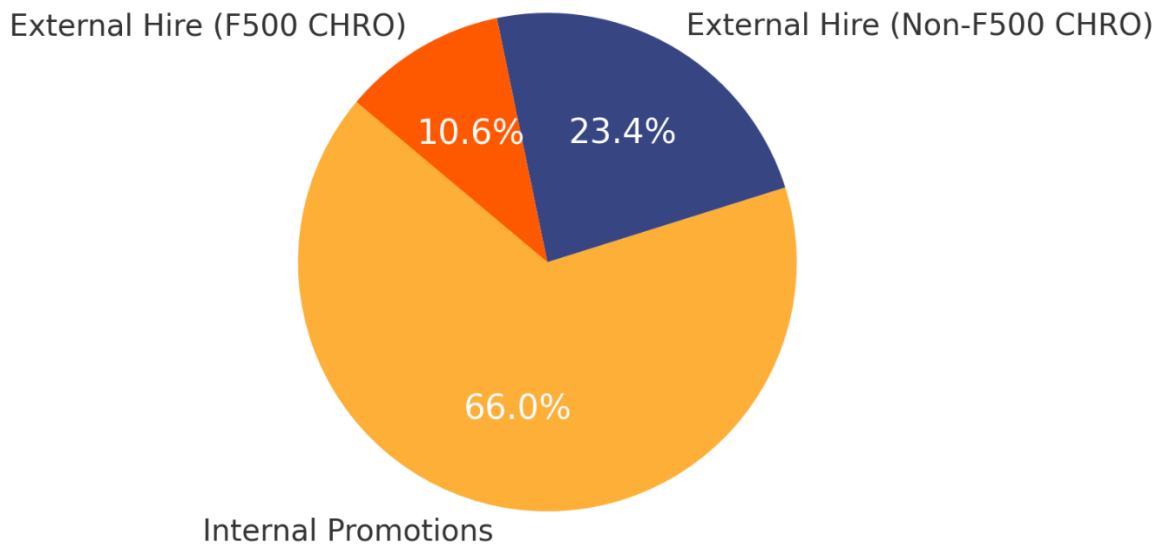
The following visuals highlight who the Fortune 500 CHROs are, their backgrounds, and how internal promotion remains the dominant pathway to becoming a CHRO.

Turnover



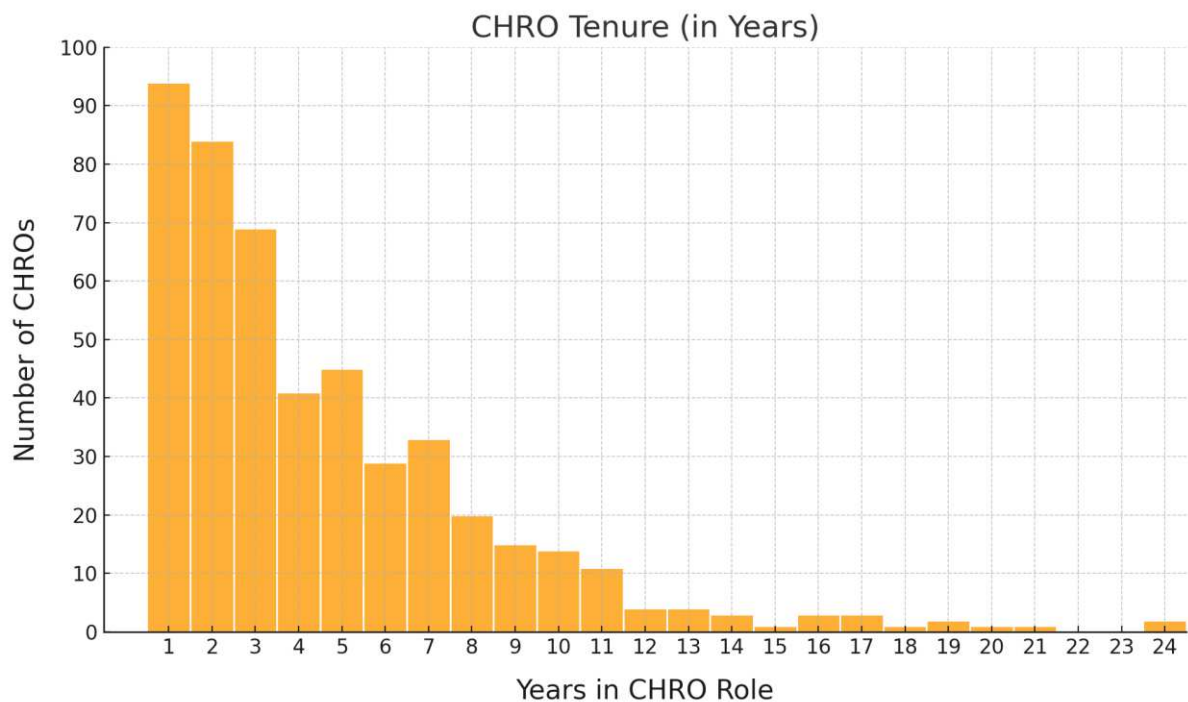
Internal Promotions vs. External Hires

Source of New Fortune 500 CHROs



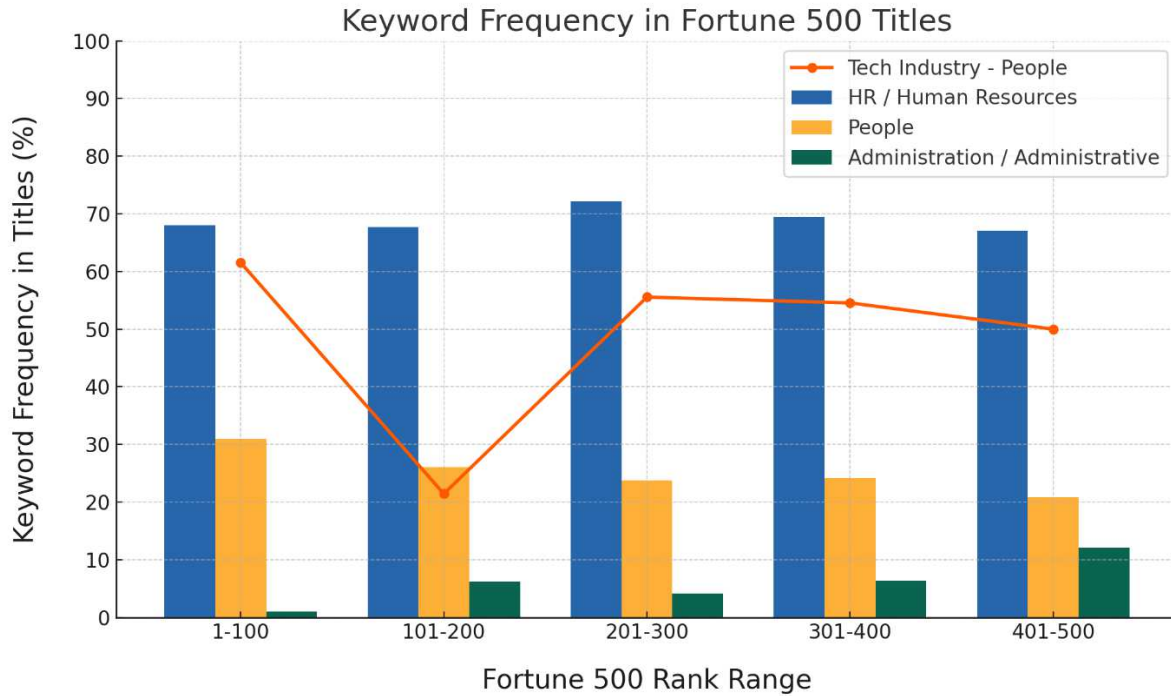
Tenures

The median tenure for a Fortune 500 CHRO is 3 years as CHRO and 9 years overall with the company. There are 50 CHROs with 10+ year tenures as CHRO, 4 of which have 20+ year tenures as CHRO.

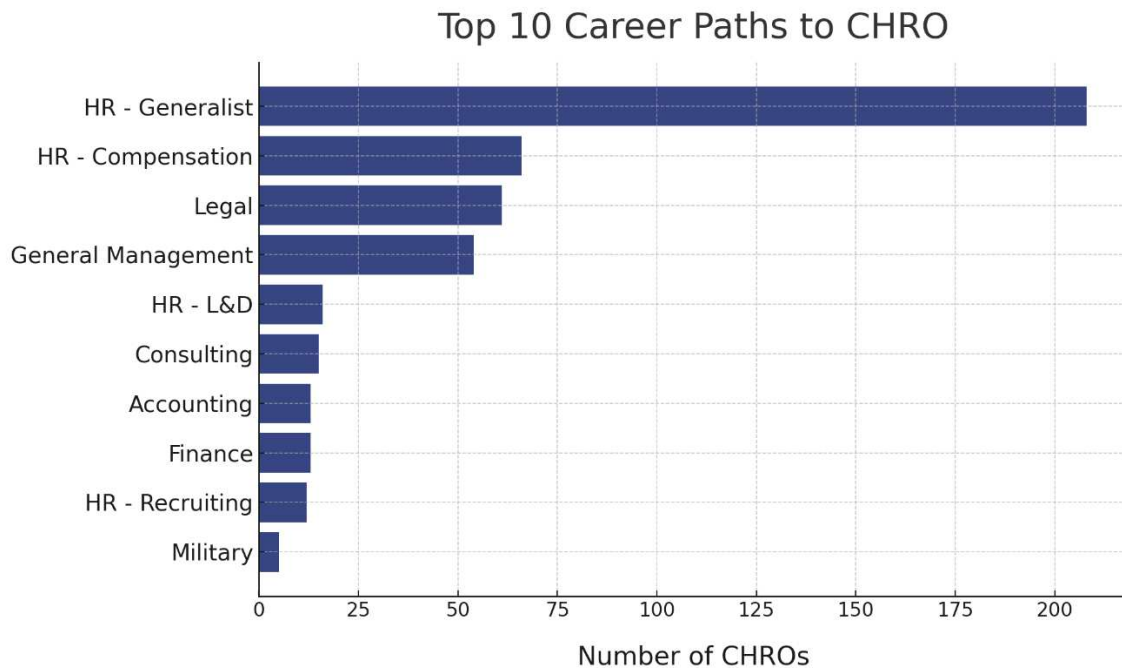


Job Titles

“Human Resources” is still preferred over “People” with “Administration” a distant third. Three CHROs had Diversity or DEI in their title. **CHROs from technology companies were more than twice as likely to use People in their titles** versus their peers from non-technology companies (48.3% versus 21.6%).



Career Path to Becoming CHRO



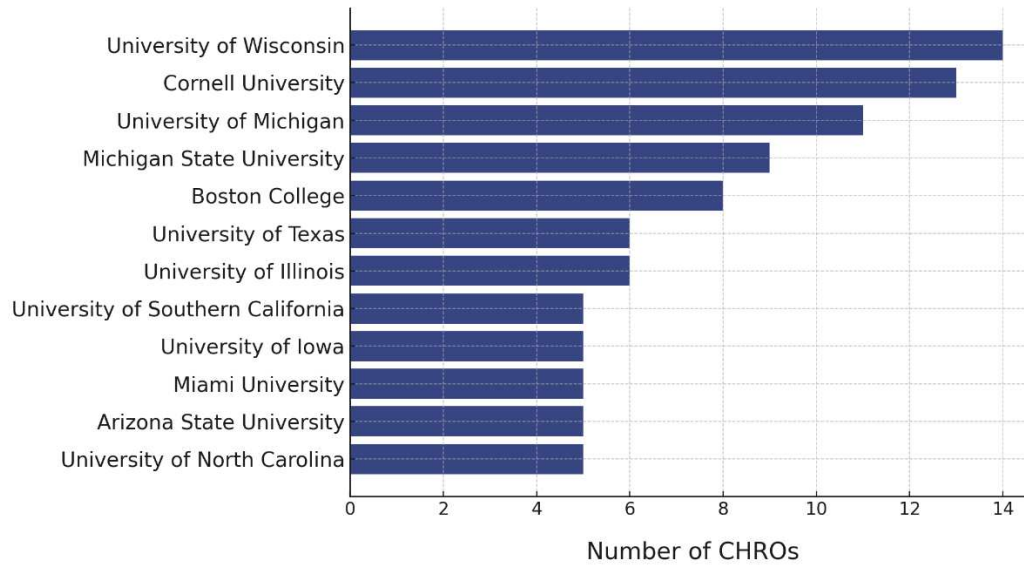
College Education

A college education is still an important factor in becoming a Fortune 500 CHRO. 467 of the 484 CHROs were confirmed to have an undergraduate degree (96.5%) and 328 had an advanced degree (67.8%).

52 CHROs earned their undergraduate degree outside of the United States including:

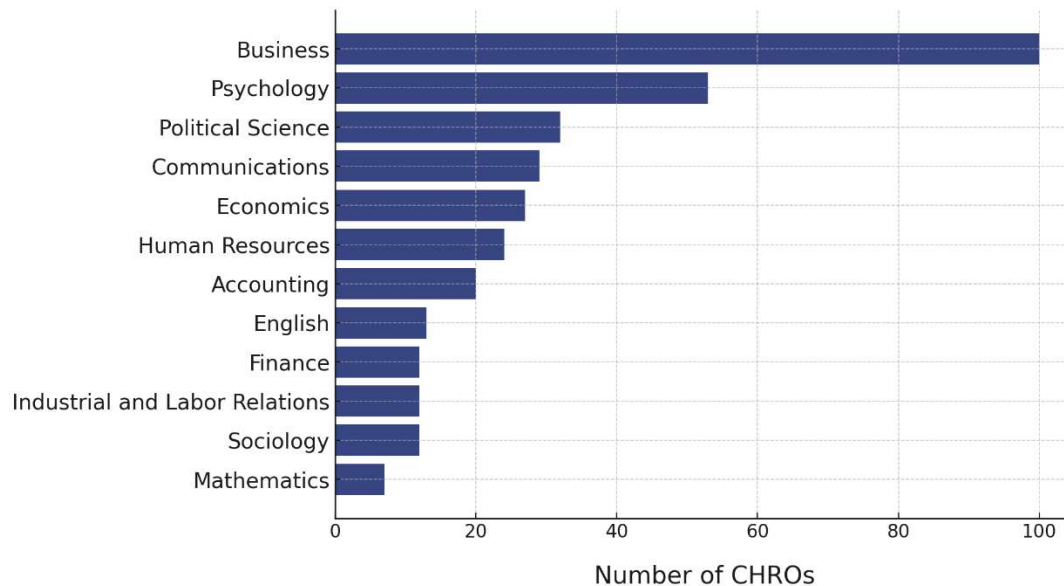
UK - 11	Brazil - 5	France - 4	Australia - 3
Canada - 10	India - 5	Ireland - 4	

Top 12 Undergraduate Universities of Fortune 500 CHROs



Undergraduate Majors

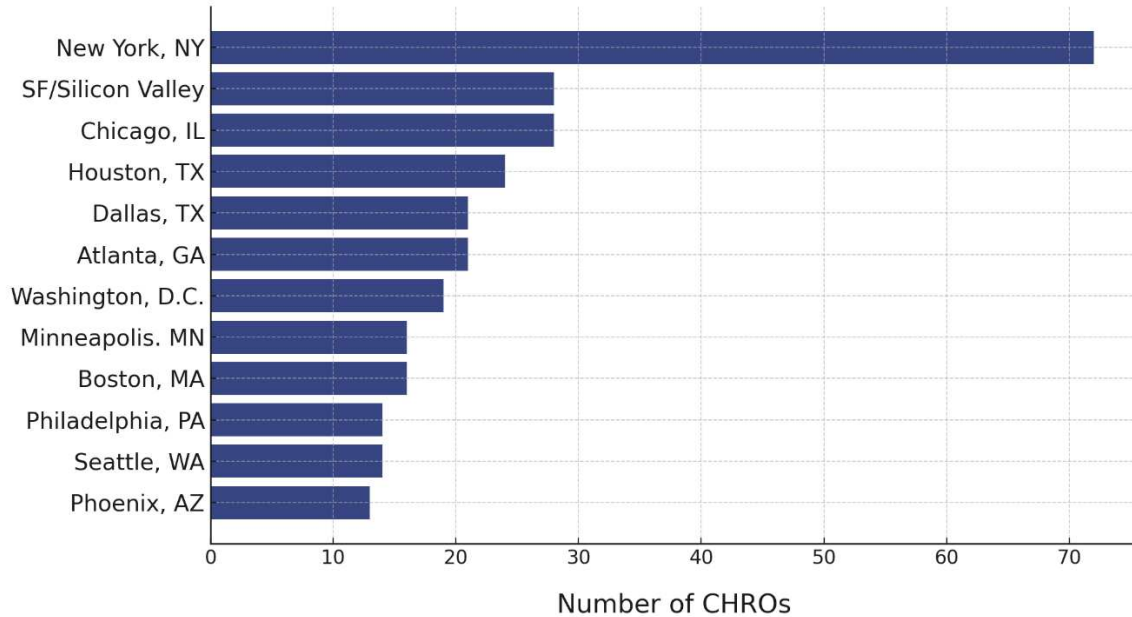
Top Undergraduate Majors of Fortune 500 CHROs



Where Do Fortune 500 CHROs Live?

11 Fortune 500 CHROs live outside of the U.S. The most common U.S. locations are:

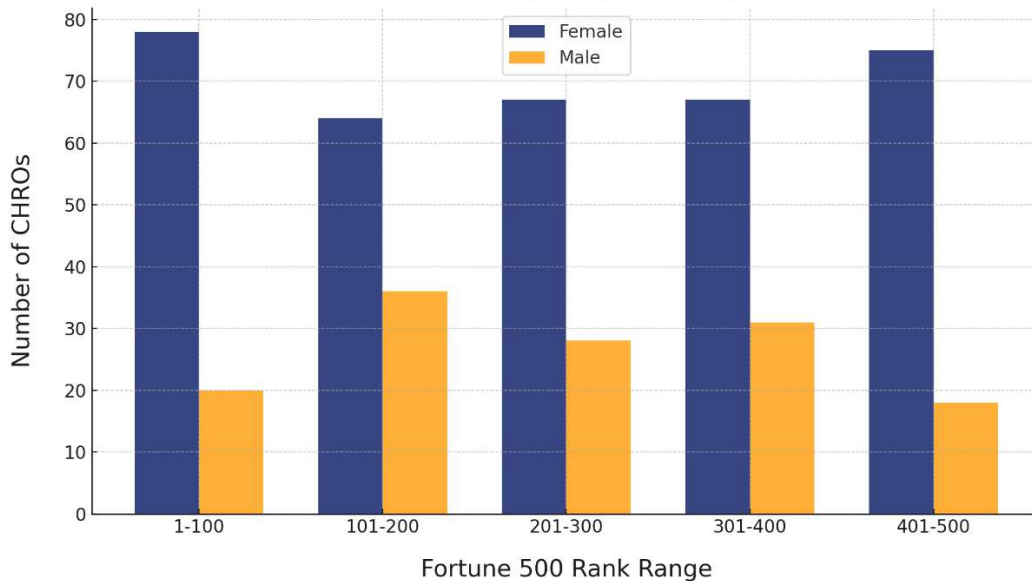
Top 12 Metro Areas for Fortune 500 CHROs



Gender

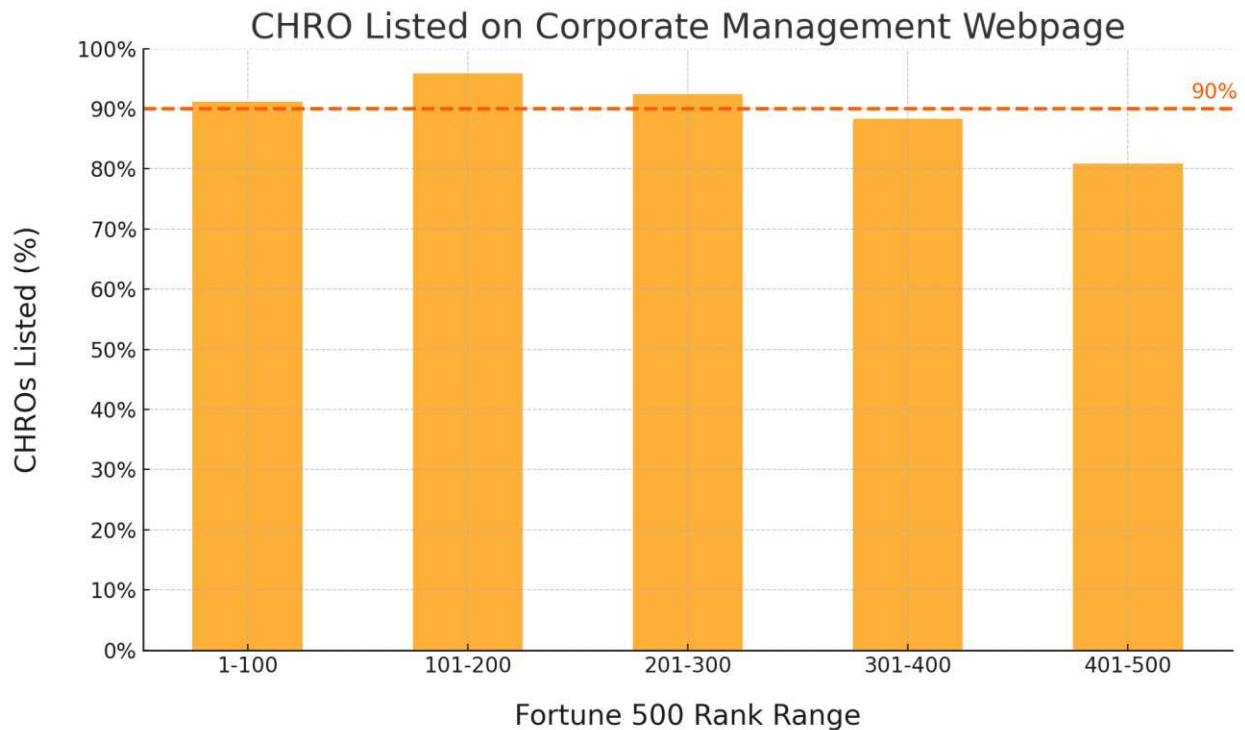
Of the Fortune 500 CHROs, **351 are women (72.5%)** and **133 are men (27.5%)**. This gender gap is more pronounced in the top ranks. Among the **Fortune 100**, **only 20 CHROs are men**, and just **three** of them are in the top 25 (**#20, #23, and #25**).

Fortune 500 CHRO Gender



HR Representation in Senior Leadership

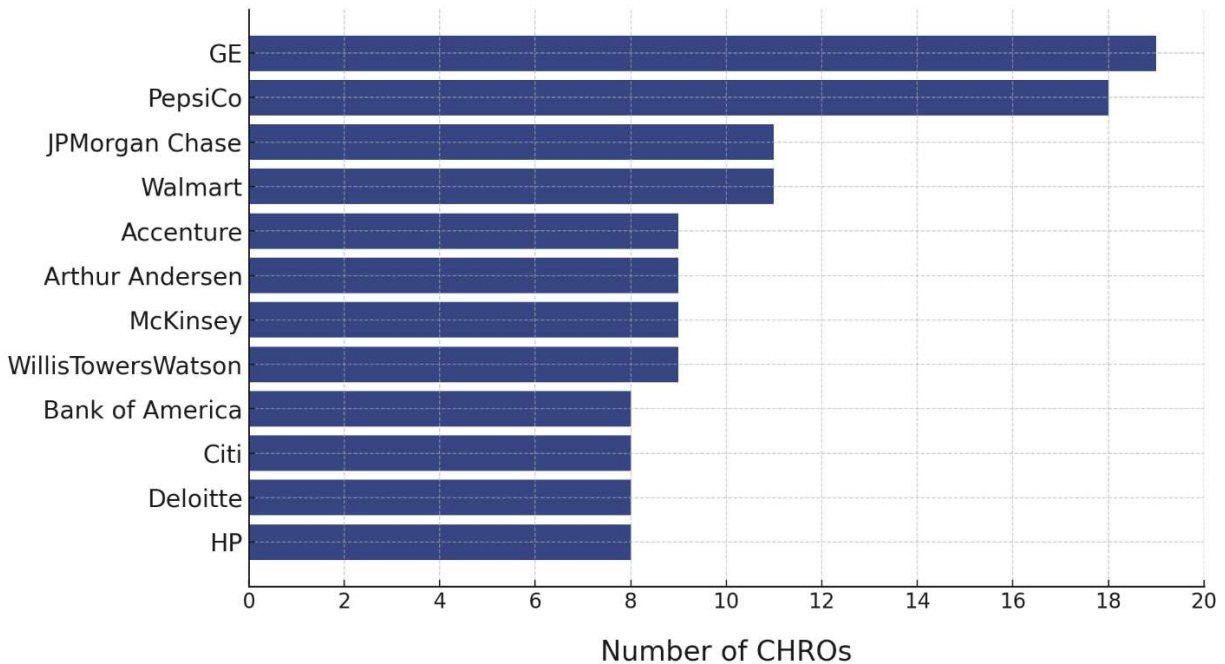
Are Fortune 500 CHROs considered key corporate leaders? This research reviewed the management webpages for each Fortune 500 company to see if the Head of HR was listed. This is an imperfect approach because several Fortune 500 companies only list 2-3 executives and 22 Fortune 500 companies do not have a management webpage. Of the Fortune 500 companies that list their management and have a Head of HR, 89.8% included the HR leader on their management webpage.



Companies That Helped Develop the Most Fortune 500 CHROs

The initial purpose of this project was to identify companies that are CHRO talent factories. The hope was that the research would identify one or more incredible HR leaders from 20 years ago that were responsible for hiring and mentoring an impressively disproportionate number of current Fortune 500 leaders. This project was unable to find any statistically relevant “developer of Fortune 500 CHROs.” Instead, when it comes to CHRO talent factories, it is the usual, large companies that one might expect. Here are the companies that have produced the most Fortune 500 CHROs on the 2024 list:

Top 12 Developers of Fortune 500 CHROs



Methodology & Disclaimers

LinkedIn and webpage biographies served as the primary resources for data and confirmation of most Fortune 500 CHROs. CHRO titles from company management webpages were prioritized over LinkedIn.

Other resources utilized:

- SEC filings
- Calls to company representatives
- Outreach to the CHROs themselves
- Social media
- Articles in the public domain

At the time of publishing this research, nine (9) Fortune 500 CHROs could not be 100% validated. The data in this research reflects the probable person identified as CHRO for those nine companies.

Locations were obtained from corporate biographies and LinkedIn profiles. The company's headquarters location was used if the CHRO did not have a LinkedIn profile or did not list their location on LinkedIn or their corporate biography.

Gender was determined by using pronouns in biographies and articles.

Outside of the disclaimers made above, all data is accurate as of May 31, 2025.

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