

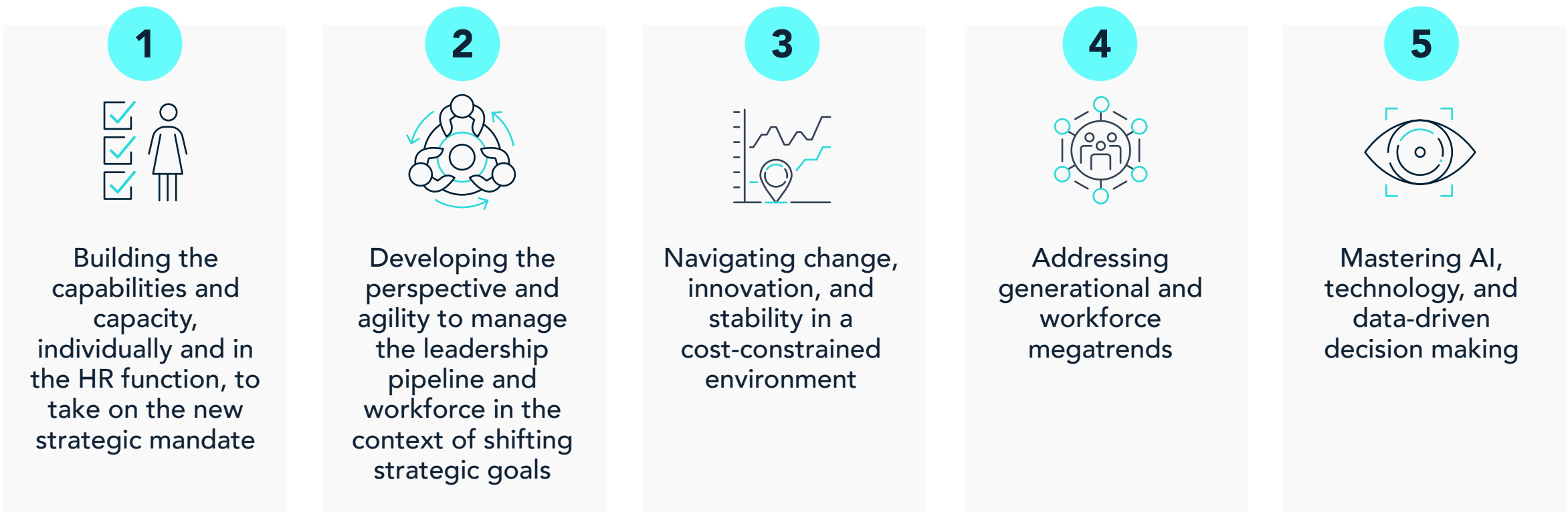
Chief people officer focus: How CPOs’ backgrounds are evolving

Analysis of Fortune 1000 CPOs indicates that both the role and profile of HR leaders are evolving quickly.



Chief people officers (CPOs) are reinventing themselves and their functions in real time in response to pressures we explored at length in our article [“Chief people officer of 2030.”](#)

Our discussions with leading CPOs highlighted **five key challenges** they are seeking to meet:

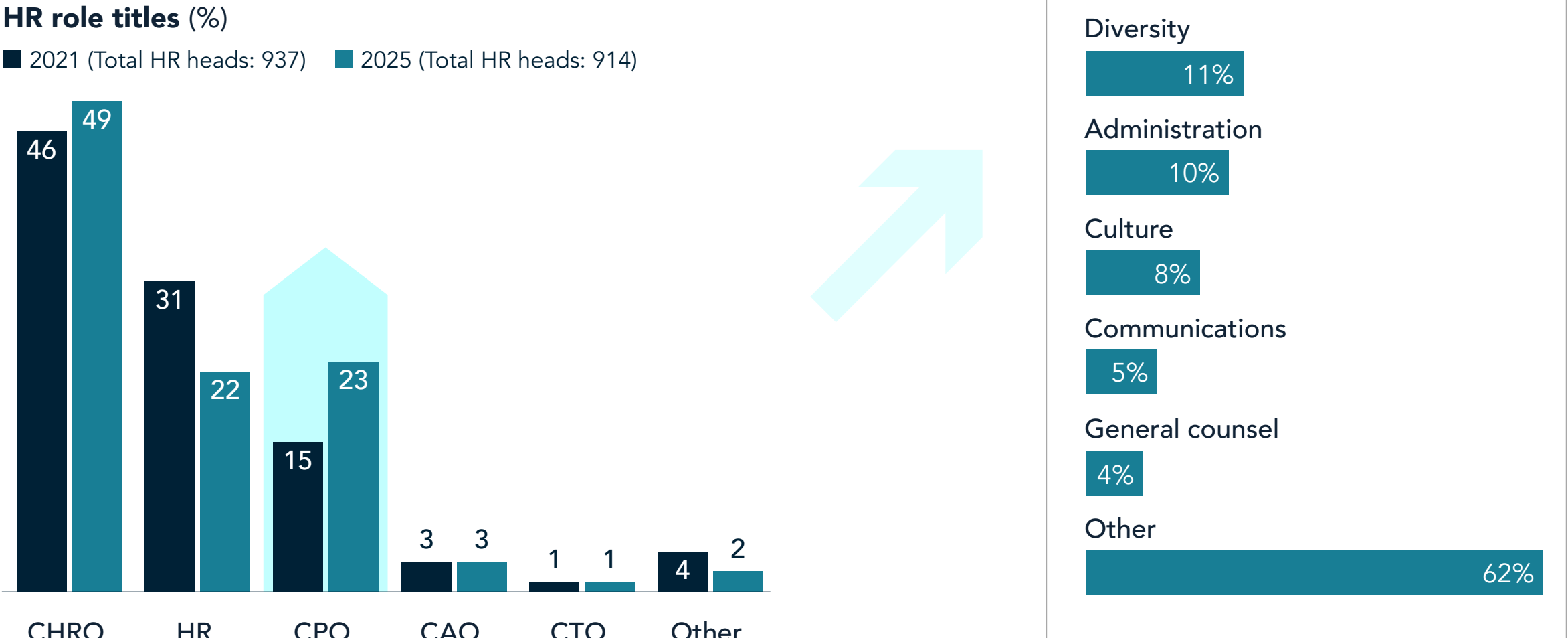


Who are the CPOs doing this work today? What roles do they play in their organization, and what backgrounds do they bring their current positions? This infographic offers a snapshot.



How is the role defined and what does it involve?

CHRO remains the dominant title for the top HR role, but almost a quarter now hold a CPO title—a 53% increase since 2021.



Who are today’s CPOs?

70% are women, the highest share of any C-suite role; 83% are white, in the middle of the C-suite in terms of racial or ethnic diversity.

