

Leadership today requires a mastery of the ultimate paradox: pushing for relentless performance while becoming a magnet for the world's best talent; running cost programs while being faced with the world of AI and its opportunities. The Chief People Officer (CPO) role can be the pivot point of that tension and a real support for the CEO and their leadership team, if done right.

There are few best practices on how to move from a functional CHRO/CPO into an organisational architect who understands and leverages all people and organisational levers available. This program is targeted to strengthen the CPO role to drive a performance culture, to scale and right-size organisations, and to build skills for an effective operating model in line with the business transformation.

Part 1 | Bespoke preparation

60' Deep Dive Interview with each CPO participant about their needs and expectations for the program for a tailored curriculum. **Interview:** Frauke von Polier with participants (and CEO, optional).

Part 3 | Coaching & Community

2 x 60' 1:1 Coachings with experienced CPO and **2 x 60' organised Peer Coachings** Ensuring that the Two-Days Experience really translates into practical application through virtual coachings.

Part 2 | Two-Days Onsite

CPO agenda – what to get right: People and organisational systems that impact strategic outcomes: Performance Management, Skill Building, Scaling organisations with multiple sites, Target Operating Model (TOM).

Special Module on Ai x Org: How to architect a 'hybrid ensemble' where human ingenuity and machine intelligence collaborate for total output.

Frauke von Polier, leading the sessions with best practices, renowned guest speakers all while leaving room for exchange between participants.

Facts & Figures

18th to 19th of March 2026

Day 1: 9–6pm | Dinner: 7pm – 10pm

Day 2: 9–3pm

Berlin Mitte in a prime location

Terms to be discussed for full

3-parts-program:

- Certificate and Executive Credentials included
- A curated assembly of strategic peers
- Food, Drinks, Dinner and all Materials provided
- Interviews, Coachings, e.g. will be scheduled directly after registrations
- Option to Invoice to company or private person (tax deductible)



CPO Program Lead

Frauke von Polier has led transformations in her role as CPO for more than 20 years.

Frauke is Chief People Officer and part of the Executive Board of the Viessmann Generations Group since 2021.

In her career, she worked as CPO at Zalando from 2011 to 2018, a period during which the company evolved from a startup with 200 people into a 14,000 people DAX-listed corporation. She also held roles at Otto, McKinsey and SAP, giving her experience across a range of environments. She was named CHRO of the year in 2023.

She has played a key role in driving business transformations. Her passion lies in organizational transformation and understanding how people move within it. She strongly believes that with the right leadership, anything is possible.

As Senior Advisor, she advises different companies, focusing on CEOs with their CPOs, from family-owned companies to fast growing startups in the age of AI.