



Bringing CHROs Together for Invigorating Exchange



- **PROFESSIONAL DEVELOPMENT**
- **INNOVATION**
- **BEST PRACTICES**
- **NETWORKING**
- **NEWS**

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The Premier Networking and Professional Development Society for Top HR Leaders

Sensitivity, confidentiality and insight are all requirements of great HR leadership. In fact, the nature of most HR issues calls for the utmost discretion. In perhaps no other role does the phrase “lonely at the top” describe the daily life as well as it does for the CHRO. There is no more daunting task than to help an organization get hundreds, thousands, or tens of thousands of employees aligned to common goals and cultural precepts in order to drive the bottom line.

Where do HR leaders go for advice, support or best practices? There are few answers to that question that come even close to the many choices available for other C-suite officers. That’s about to change.

In a landmark partnership, *HRO Today* Magazine and the Wharton Center for Human Resources have combined forces to create the **CHRO Today Executive Network (C-TEN)**. This professional organization will provide Chief HR Officers with the resources that will continue to help them succeed: professional development, innovation, best practices, coveted resources, and value.

The Wharton Center for HR will work with *HRO Today* and the leadership of the **CHRO Today Executive Network** to develop curriculum and research programs that address the pressing questions CHROs need to answer to be extraordinary in their jobs. *HRO Today* is a proud supporter of the Wharton Center for HR, which works to advance the field of HR.

In short, the **CHRO Today Executive Network** will provide its members numerous benefits superior to the other programs offered.

CHRO Today Executive Network Leadership



Roger Gaston

SVP-Human Resources
Gates Corporation
Inaugural Chairman, The CHRO Today Executive Network



Candace Osunsade

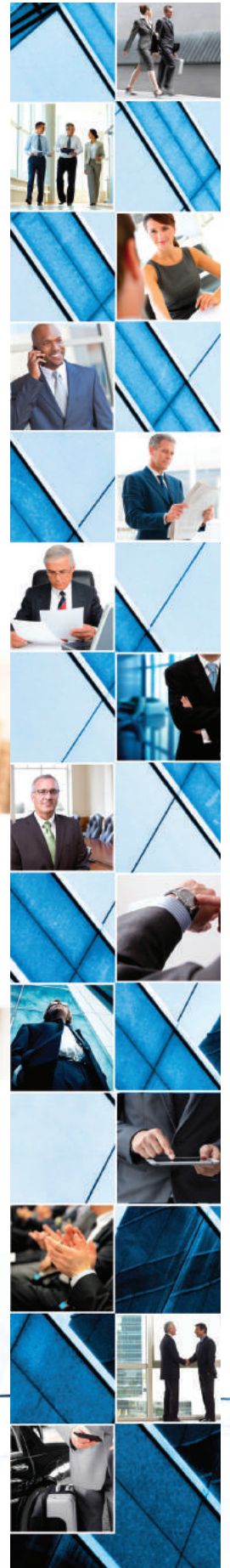
SVP, Chief Administrative Officer
National Aquarium
Inaugural Vice Chairman, The CHRO Today Executive Network

It's Your Professional Development

Many educational opportunities exist for executives. Most are time consuming for practicing professionals—and frankly, not targeted to the tasks of Chief Human Resources Officers. But the majority of today's educational opportunities focus on general management. The **CHRO Today Executive Network** is focused on providing specific HR information.

Where does this come from? The latest human capital management research. Members of the **C-TEN** will have access to educational opportunities through interactive calls with research leaders who can quickly breakdown the highlights of today's top findings. This exclusive access provides information and advice on trends and regulatory environment changes. Members will learn how to navigate changes from other HR leaders as well as academic thought leaders. **C-TEN** members are also invited to private webinar opportunities with top business authors on a variety of HR-related topics and exclusive bi-annual meetings with renowned speakers in an intimate setting.

The **CHRO Today Executive Network** provides access to current market data and global demographics as well as benchmarking data. There's also the opportunity to take part in benchmarking studies. Plus all of this information, education, and exposure will be available in a summarized executive briefing format to have at your fingertips. And, it will be designed by HR professionals for HR professionals addressing the challenges of leading HR organizations.



It's Your Network

For most C-suite officers there are very limited networking opportunities. By its nature, HR is different than other management professionals. It is the intersection of business issues, people issues and a myriad of regulatory and communication complexities. Most people who have never served in an HR leadership role do not understand the unique challenges of being both a business leader and being a strategic “business partner” to other executives. It is invaluable to have a network that understands this, and can provide mutual support.

The **C-TEN** provides an outlet to discuss real-world problems and connect with new business contacts. How? Through two annual, interactive meetings, two virtual meetings and through other communication strategies that work. The networking community combines both business and fun—**yes, fun is allowed!**

We will also be hosting a website directory. Members can opt out of public profiles, but the online directory will be available in totality to network members.



It's Your Innovation

Part of the anticipated benefit of any association of leaders should be guidance for the community as a whole. One of the areas of greatest opportunity to impact not just the HR value and practices of today, but of future generations, is to collaborate with the provider community to ensure that they really understand the trends and future needs of HR.

All HR departments are dependent on technology and service partners to deliver HR services to the enterprise. Within the HR organization, there are executives who are knowledgeable about the features and functionalities of these services but are often limited and can't provide advice on trends and the changing demands of the business. Here is where the **C-TEN** comes in.

The combined knowledge of the network will be able to deliver briefing to the provider community of the gaps that exist. HR service providers have vastly more capital invested in new software and service designs for innovation, but some of that investment is, frankly, wasted due to their lack of understanding of the strategic needs of HR. Guidance by the **CHRO Today Executive Network** can provide invaluable perspective and help future generations of CHROs have the necessary software and services to be an even more impactful contributor to business success.



It's Your Best (Practices)

Every HR department is different because every company is different, but many of the challenges are the same. The opportunity to learn and share best practices with other CHROs does not currently exist—until now.

One of the primary goals of the **CHRO Today Executive Network** is to provide best practice sharing. From exclusive executive briefings on recent research to benchmarking opportunities to member-only access to academic and industry thought leadership, C-Ten members will have exclusive access to best practices. In addition, member-only facilitated discussions on the hottest HR topics will be another outlet for knowledge sharing. And, of course, members will have the ability to liaise with each other.

This represents not only the chance to understand other best practices but to get ideas to bring back into your own organization and learn from the issues that other CHROs encountered. To make sure that this is part of the agenda, the **CHRO Today Executive Network** association management team will create and manage a specific annual calendar around best practice sharing sessions.



BEST PRACTICE

It's Your News

C-TEN members will have access to the **CHRO Today Network Newsletter** with pertinent links to important articles, specific content and news on the professional community. Learn about innovative HR initiatives and stay abreast of HR executives as they move upwards and onwards. A restricted, member-only online directory will provide access to contact information and CHRO listing in the Fortune 500. This membership publication will continue to evolve based on member feedback. The **CHRO Today Executive Network** newsletter will be a quick read that explores hot topics more thoroughly, provides executive research summaries, and summarizes prior meetings and educational sessions. It will be a great educational reference for the **C-TEN** members.

We will also be running features on the association programs and highlighting the professional accomplishments of **C-TEN** network members so you may be one of the CHROs talked about in *HRO Today Magazine*.





The **CHRO Today Executive Network** will be the premier networking and professional development society for the top HR leaders around the world and offer a host of opportunities to make this network your network.

**For more information contact:
Renee Preston, +1-215-606-9562 or email at
Renee.Preston@SharedXpertise.com.**

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