

“
**Where do HR
leaders go for
advice, support,
and best
practices?**”

LONELY AT THE TOP

In perhaps no other role does this phrase describe daily life as well as it does for a CHRO.

Opportunities to learn and connect with other CHROs in an educational setting did not exist
UNTIL NOW.

LANDMARK PARTNERSHIP

HRO Today magazine and the Wharton Center for Human Resources have combined forces to create the

CHRO Today Executive Network (C-TEN).

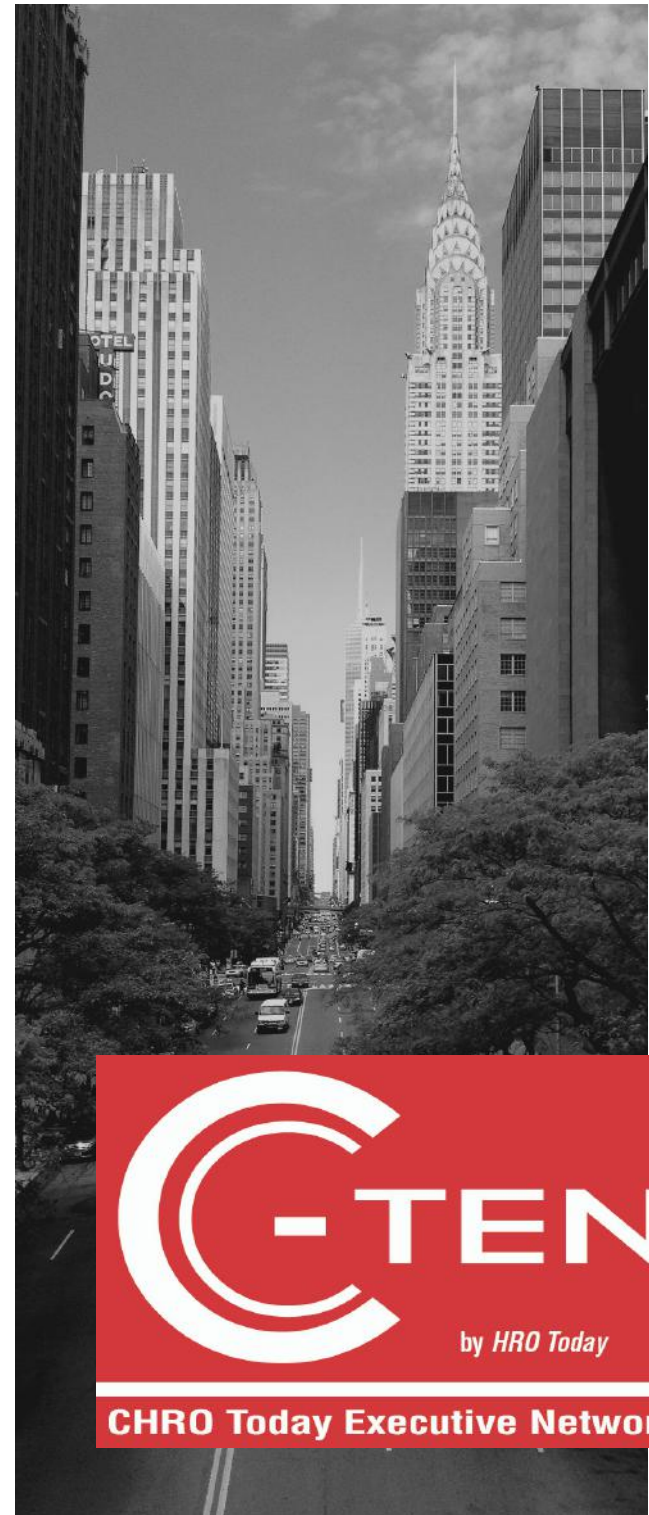
EXCLUSIVE COMMUNITY

Gain access to resources that help you succeed: professional development, innovation, best practices, and peer-to-peer networking.

SAFE PLACE

C-TEN is a safe place to seek advice on the critical issues keeping you up at night, share successes, and discuss future trends.

hrotoday.com/c-ten



CHRO Today Executive Network



TOO BUSY...

Think you won't have time to participate?

THINK AGAIN...

10 monthly meetings held conveniently by phone or web PLUS the opportunity to meet in-person twice per year.



STRATEGIC CONTENT

C-TEN offers curricula that address pressing questions CHROs need to answer to be extraordinary in their jobs.

Topics such as “Ethics in the Boardroom” are important must-have discussions.

BEST PRACTICES

The primary advantage of C-TEN is to provide peer-to-peer best practice sharing.

Share a success or seek advice on sensitive topics in a safe environment. Learn new ideas to bring back into your organization.

NETWORKING

Grow your professional network and develop a group of industry confidants. The community combines both business and fun — yes, fun is allowed!

**The Premier
Networking and
Professional
Development
Society for Top
HR Leaders**

ONCE A MONTH

In just 60 minutes, once a month, you will gain insights that can't be found elsewhere.

ON TOP OF THAT

Relationships developed within this close-knit community are invaluable.

TOPICS

Discussed Over the
Past Year...

- Speed of decision making
- Diversity & inclusion
- Executive leadership development
- Building human capital strategies around growth
- CEO succession planning
- Driving globalization
- Career mobility
- Being the CEO's business partner



MEMBERS

Share Best
Practices On...

- Flexible benefits
- Retirement plan overhauls
- Assessment tools and increasing retention
- The impacts of immigration policy
- Gender equity
- Compensation restructuring
- Strategic workforce planning

AS A MEMBER

Gain access to—and inclusion in—our online member directory.

ISSUES

Members' Top 5
Priorities for 2019

- Recruiting for positions with known labor shortages
- Employee wellness - mental, physical and financial
- Employee engagement
- Continued improvement on diversity and inclusions
- Millennial integration best practices

**JOIN THE
CONVERSATION!**

hrotoday.com/c-ten

MEMBER BENEFITS

- Community access to CHROs for benchmarking, best practice sharing, and networking
- Twelve meetings per year – (6) best practice sharing sessions, (4) content presentations, and (2) live meetings
- Inclusion in—and access to—our online member directory
- Access to research from Wharton Center for Human Resources
- Annual retreat for all C-TEN members to learn, network, and advance the profession
- Complimentary VIP ticket to the annual *HRO Today* Forum North America event (includes access to the *HRO Today* Awards Gala)
- Special C-TEN-only session at the annual *HRO Today* Forum North America
- A subscription to *HRO Today* magazine
- Members are profiled on the C-TEN website and also in *HRO Today* magazine
- Participation in the annual HR leaders metric survey and the full published report

"C-TEN provides the opportunity for networking, professional development, idea exchange, and the sharing of functional news and updates, all in a more collegial and casual environment not offered by other groups."



ROGER GASTON

Executive VP, Gates Corporation,
C-TEN Chairman

hrotoday.com/c-ten

MEMBERS INCLUDE



Sara Albright, VP of Human Resources, Bassett Healthcare Network

Steven Antonoff, VP of Human Resources, CalPortland Company

Mary Stoik Dymond, Chief Talent Officer, Graebel

Cindy Fiedelman, CHRO, Digital Realty

Julie Fletcher, Chief Talent Officer, AMN Healthcare

Debbie Kemp, Chief Talent Officer, MediaCom

Max Langenkamp, VP of Human Resources, Cintas

Brian Little, Head of Human Resources, Zurich, North America

Maria Smedley, VP of Human Resources & Strategy, Arkansas Electric Cooperatives

Jacqui Welch, SVP of HR, Diversity & Inclusion and Chief Diversity Officer, Freddie Mac

JOIN TODAY!

Greater than 5,000 FTE: \$10,000

1,000 – 4,999 FTE: \$7,000

Less than 999 FTE and Non-Profits: \$5,000

A portion of the annual fee is donated to support the Wharton Center for Human Resources.

For more information, contact Renee Preston at
Renee.Preston@SharedXpertise.com or +1 (215) 606-9562.

hrotoday.com/c-ten

2019 CALENDAR

**Subject to change*

JANUARY

Shared Problem-Solving Discussion

FEBRUARY

Content Presentation "Whose Side is HR Really On?"

MARCH

Shared Problem-Solving Discussion

APRIL

Content Presentation "Driving Diversity & Inclusion Using Rewards"

MAY

Live Meeting – at *HRO Today* Forum, North America, May 6-8, 2019, National Harbor, MD

JUNE

Shared Problem-Solving Discussion

JULY

Content Presentation – "What's Wrong With the Way We Hire Now – a Lot – and What We Should Be Doing Instead," Dr. Peter Cappelli, Director, Wharton Center for HR

AUGUST

Shared Problem-Solving Discussion

SEPTEMBER

Content Presentation "Data Analytics in HR," Dr. Peter Cappelli, Director, Wharton Center for HR

OCTOBER

Shared Problem-Solving Discussion

NOVEMBER

Shared Problem-Solving Discussion

DECEMBER

Live Meeting – Member Retreat, December 5-6, 2019, Palm Beach, FL



Wharton Center for
Human Resources -
University of Pennsylvania