

“  
**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

Wharton Center for  
Human Resources  
forces  
the

**CHRO Today Executive  
Network (C-TEN).**

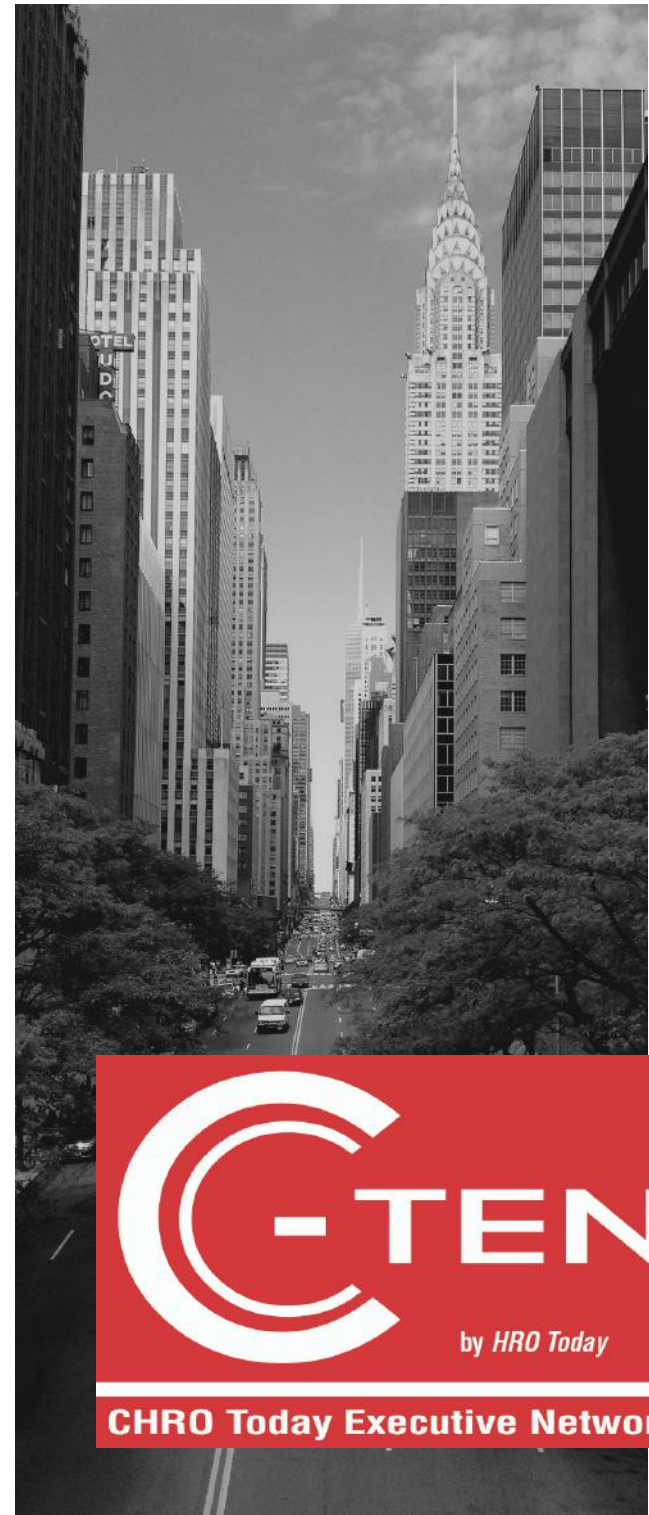
**EXCLUSIVE COMMUNITY**

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](http://hrotoday.com/c-ten)



**C-TEN**  
by *HRO Today*

**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.



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## **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.

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## **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.

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## **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](http://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

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## 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

**Tracy Layney**, SVP & CHRO, Shutterfly

**David Whan**, CHRO, TopBuild

**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  
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## 2019 CALENDAR

*\*Subject to change*

**JANUARY 8**

Shared Problem-Solving Discussion

**FEBRUARY 13**

Content Presentation "Whose Side is HR Really On?"

**MARCH 12**

Shared Problem-Solving Discussion

**APRIL 10**

Content Presentation "Driving Diversity & Inclusion Using Rewards"

**MAY 6-8**

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

**JUNE 11**

Shared Problem-Solving Discussion

**JULY 10**

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 13**

Shared Problem-Solving Discussion

**SEPTEMBER 11**

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

**OCTOBER 8**

Shared Problem-Solving Discussion

**NOVEMBER 12**

Shared Problem-Solving Discussion

**DECEMBER 5-6**

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



Wharton Center for  
Human Resources -  
University of Pennsylvania