

**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**

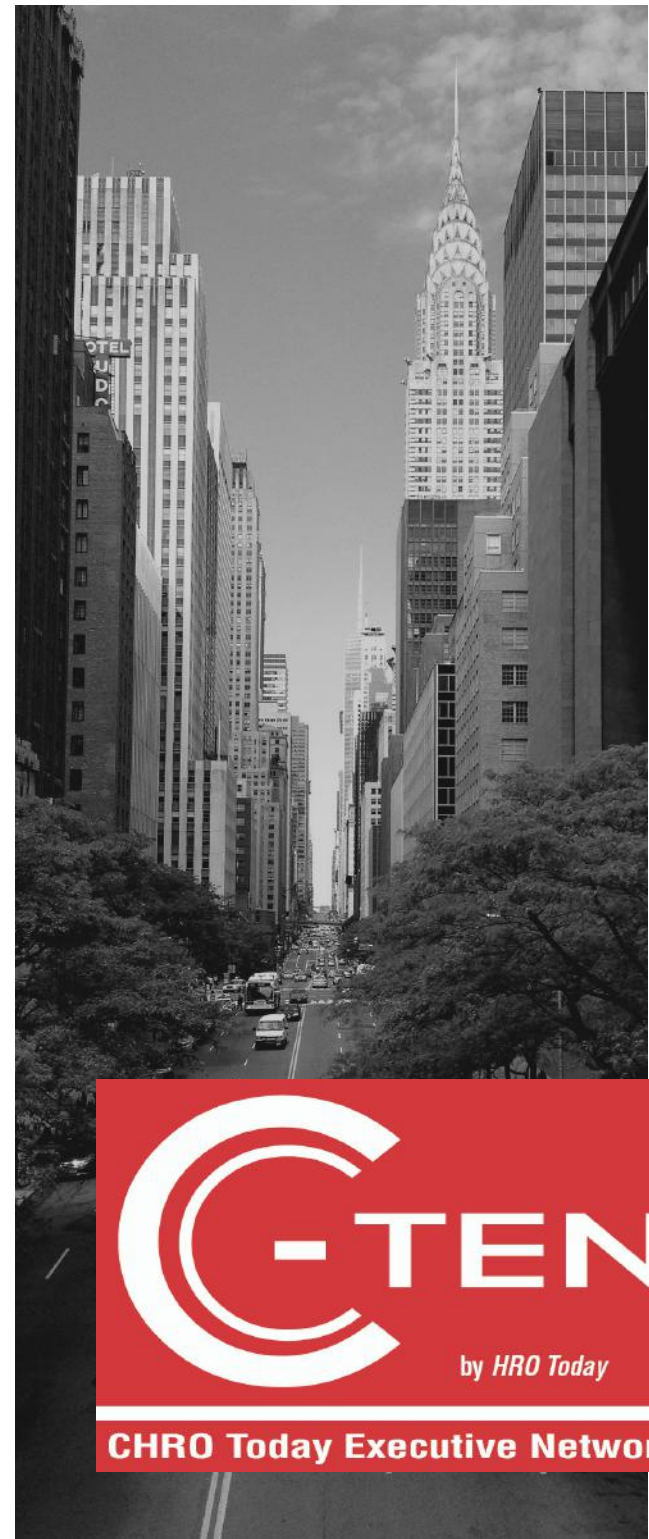
Gain access to resources that help you succeed: professional development, innovation, best practices, and peer-to-peer networking.

**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.

**Bring new ideas back to your organization!**

[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.

## MEMBERS DISCUSS

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

## MEMBERS SHARE BEST PRACTICES ON...

- Working with board of advisors
- Retirement plan overhauls
- Assessment tools and increasing retention
- Impacts of immigration policy
- Mentoring programs
- Compensation restructuring
- Strategic workforce planning

## MEMBERS' TOP 5 PRIORITIES

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

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

## 2019 CALENDAR

(\*Subject to change)

**JANUARY 8:** Shared Problem-Solving Discussion: Succession Planning

**FEBRUARY 13:** Content Presentation "Whose Side is HR Really On?"

**MARCH 12:** Shared Problem-Solving Discussion: Millennial Integration Practices

**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: Developing Talent and Leadership

**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: Employee Engagement & Productivity

**SEPTEMBER 11:** Content Presentation "Data Analytics in HR," Dr. Peter Cappelli, Director, Wharton Center for HR

**OCTOBER 8:** Shared Problem-Solving Discussion: Leveraging HR Analytics

**NOVEMBER 12:** Shared Problem-Solving Discussion: Predictions & Priorities for 2020

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

## CONTENT CONCIERGE

Content created specifically for C-TEN members and delivered to your inbox quarterly

# 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

## 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

### ADDED BENEFIT:

C-TEN members receive membership to the *HRO Today* Association for their entire HR team at no charge (\$3,500 value).

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



Wharton Center for Human Resources -  
University of Pennsylvania

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