

“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





TOO BUSY...

Think you won't have time to participate?

THINK AGAIN...

Monthly meetings held conveniently by phone or video conference, 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.

C-TEN supports your entire staff by offering a membership to the HRO Today Association.

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, direct from your peers, that can't be found elsewhere.

ON TOP OF THAT

Relationships developed within this close-knit community are invaluable.

C-TEN members annual retreat: learn, network and advance the profession!

The C-TEN retreat meeting was completely worth the time, effort and cost of attending – in fact, the retreat alone makes the C-Ten membership worthwhile. Filled with outstanding presenters, and the intimate nature of the meeting which allows real dialogue between the presenters and between the C-Ten members, I won't miss another one unless scheduling absolutely prohibits it!

Steve Antonoff, Vice President of Human Resources, CalPortland Company

I enjoyed the C-TEN retreat very much. For me, the open discussions with the other HR professionals hearing the work they are doing is where there is real value.

Carl Peers, Senior Vice President, Human Resources, OneBlood

I enjoyed the C-TEN retreat and left with some good insights and ideas to apply for Beacon strategies. I really liked the casual approach and conversation which allowed me to get to know other members. External speakers and material were very good and very relevant.

Steven Eller, CHRO, Beacon Health System

This retreat was one of the most valuable days I have spent out of the office. It was a great balance of subject matter experts sharing their experience, vision, etc. mixed with the opportunity to have a round table discussion at the end of each one. I have already begun sharing some of the learnings from the meeting.

Debbie Kemp, Chief Talent Officer, MediaCom

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

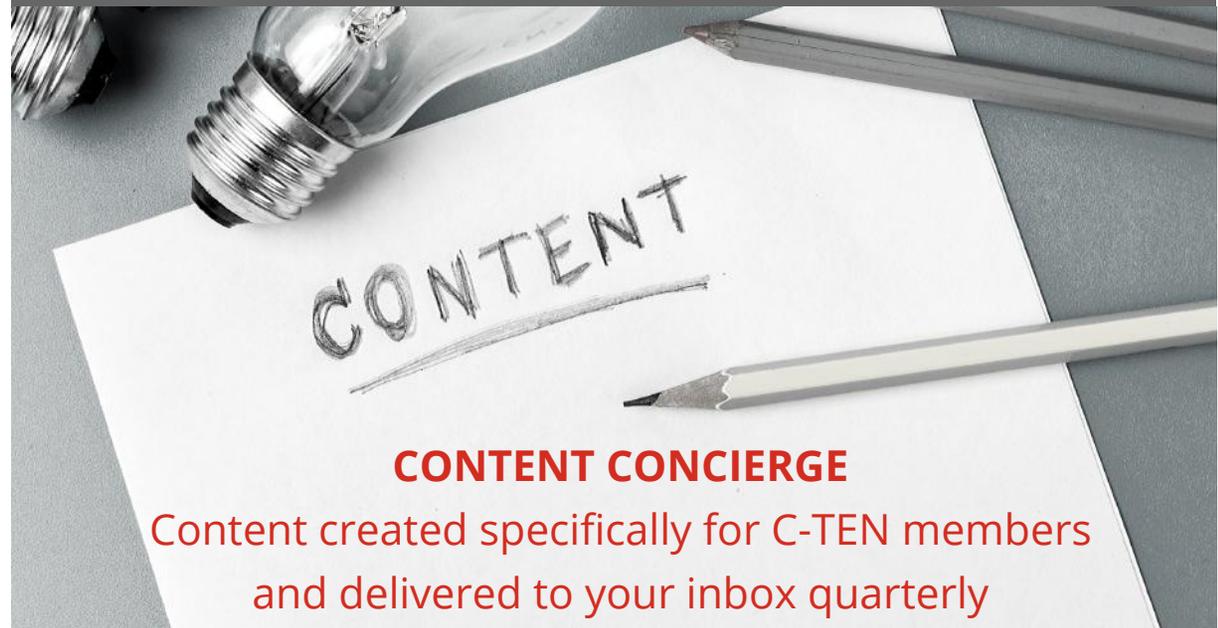
- Recruiting for positions with known labor shortages
- Employee wellness - mental, physical, financial
- Employee engagement
- Continued improvement on diversity and inclusions
- Millennial integration best practices

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2020 MEETING TOPICS

(*Subject to change)

- Legal Compliance in the Age of Legalized Marijuana
- Driving Down Associate Turnover During Year One
- Alternate Communication Given the Saturation of Email and Social Media: What Tools are Available - or Need to be Developed - to Effectively Communicate
- GDPR Compliance and International Privacy
- HR Technology
- The Role of Culture in Employer Brand
- Why We Should Dump the Annual Survey
- Challenge of Pay Transparency, Pay Equity, Gender Gap
- CHRO of the Future: What Will the Function of HR in the Future Look Like in the Future
- Strategies for the Digital Workforce
- Is Reskilling Workers an Essential Part of Corporate Responsibility



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
- Monthly phone/video conference meetings, plus 2 live meetings per year
- 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)
- One ticket to any *HRO Today* Global or Topical Event (Additional tickets for your team at a 50% discount)
- 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
- A membership to the *HRO Today* Association to support your entire staff

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.

ADDED BENEFIT:

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



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