



## **“Virtual” Live Meeting May 4, 2020 by Zoom Video Conference**

- 1. The meeting kicked-off with members sharing a personal and professional update.**
- 2. Next, we went through a few member’s 2020 strategic priorities – where are you with them/have they changed?**

Two things that C-TEN encourages is sharing and learning amongst your peers. While we have great opportunity for learning embedded into our programming; Peter Cappelli, from Wharton Center for HR, industry experts and leaders, the *HRO Today* editorial team and research, to name a few. We don’t want to forget about one of the most important resources that membership to this group provides – direct access to other CHRO and HR Leaders!

We strive to provide ways for the team to interact with and learn from each other and the C-TEN bi-annual retreats offer the valuable opportunity to strengthen member/peer relationships. C-TEN members have years of knowledge, experience in a diverse list of HR practices and methods, and probably a few battle scars from lessons learned over the years. It is difficult to share solutions when you don’t know the problems or opportunities that others have. This is why sharing is so valuable! As you learn what your C-TEN colleagues are working on, take note of those things that you have experienced or expertise in and send them an email or give them a call to offer your insights and support.

**Please complete this quick 10 question survey <https://form.jotform.com/201214143432135> to share your 2020 priorities and areas of expertise so members know who to contact when looking for specific advice. This data will be added to your profile on the C-TEN member-only website (<https://www.hrotoday.com/c-ten/>) and a master file with all responses will be shared with the group so you know who you can partner with or share ideas and tips for success.**

### **3. CHRO Support Group. Getting back to “normal”. What is the new normal?**

- Balancing health risk and business risk.
- What changes are you making to policy on remote work, health and wellness?
- How are you engaging and recognizing people?
- How do you handle people gathering in common areas, like a cafeteria?
- What if you reopen your office in one state, but employees in a neighboring state are still unable to travel?
- Post-COVID-19 recruiting plan?

### **4. “Gender Differences in the Speed of Advancement” a deep dive into research data, led by Peter Cappelli, Wharton Center for Human Resources**

Look at the results of research showing that women executives were on a much faster track than men in 2001, slightly faster in 2011, and how it slowed down once companies had two women at the top set of jobs. Look at quotas, how hard companies really are pushing for diversity at the top, and how we could do it if we want to. **Report and slides attached.**

### **5. Discussion: An Approach to Resolving a Workforce Class Action Lawsuit – A Business Strategy with Legal Advice, led by Speaker: Carole Dalton, CHRO, My Alarm Center**

- first steps if you get a CA claim
- the real cost of a \$1 of missed wages in California
- communicating with staff who are part of the class
- legal counsel
- insurance coverage and working with your insurance broker
- individual settlements
- understanding opposing counsel
- mediation
- corrective measures
- how to prevent CA claims