



C-TEN Content Concierge Q4 December 2020

C-TEN members receive a “Content Concierge” service of carefully curated content that supports the topics discussed that quarter.

Talent Management

2020 HRO Today Top Concerns of CHROs

To say that 2020 has been a tumultuous year is an understatement – and few have navigated more challenges in the corporate world than the Chief Human Resources Officer (CHRO). Their day-to-day concerns have expanded past skills gaps and new workforce needs, and now tackle lasting effects from events such as the COVID-19 pandemic and nationwide Black Lives Matter protests

To truly understand their headspace, *HRO Today* has launched its new annual Top Concerns of CHROs Report, examining valuable CHRO insights and long-term workforce planning goals. While there are other studies that examine the perceptions of CEOs, none effectively capture the CHRO outlook – until now. **This report features C-TEN members, Linda Nedelcoff and Sue Wall.**

In this report, you'll learn:

- 5 key themes surrounding CHRO concerns in 2020
- How COVID-19 and other 2020 changes have impacted workforce planning for the CHRO
- The extent of other concerns and how they've changed pre and post-COVID

<https://www.hrotoday.com/workforce-management/top-concerns-of-chros/>

Payroll

Making Pay-for-Performance Work

A new incentive program was instrumental to driving business results and culture change at **Gates Corporation (C-TEN Member)**

<https://www.hrotoday.com/news/payroll/making-pay-for-performance-work/>

Diversity & Inclusion

Walking the Walk

Five ways HR leaders can design an equity program that delivers value to employees long after the term stops trending.

<https://www.hrotoday.com/news/engaged-workforce/walking-the-walk/>

Technology

Rooting Out Risk

Organizations with a remote workforce are at higher risk of cyberattacks—but engaging employees in better cyber habits can help.

<https://www.hrotoday.com/news/enabling-technology/rooting-out-risk/>

HR New Technology Report – Third Quarter 2020

The first half of the year put most companies in survival mode in the face of the pandemic. Now, with the health crisis an ongoing presence, companies have begun to shift to organizational recovery as a new form of survival.

HR leaders are not only reworking business goals, they're reinventing and introducing technology to cater to our foreseeable virtual reality – as is shown by the 77 major technology announcements announced during the third quarter.

In this report you will learn:

- Critical information about new technologies, their applications, and the companies offering them in the HCM technology sector
- How technology announcements in the third quarter of 2020 fared compared to the previous quarter, as well as the same timeframe in 2019
- Which products specifically addressed the COVID-19 crisis

<https://www.hrotoday.com/market-intelligence/research/hr-new-technology-report-third-quarter-2020/>

Employer Brand

Flash Report: Employer Brand Conversation Shifts from Acquisition to Retention and Rebuilding

Following changes and uncertainty in recent months, HR leaders are shifting their employer brand conversations from talent acquisition to employee retention. Now, retention and candidate experience are more important than ever, and are playing big roles in how employees and candidates alike are viewing their future with your company as we emerge from the height of the global pandemic.

In this report, you'll learn:

- The impact of COVID-19 on current and long-term employer branding practices
- How HR leaders are planning to focus on their employer brand in the future
- A comparison of employer branding practices between companies that consider their candidate experience top-tier vs. those with practices that are lacking
- An in-depth look at how candidate feedback is influencing employer brand

<https://www.hrotoday.com/market-intelligence/research/flash-report-employer-brand-conversation-shifts-from-acquisition-to-retention-and-rebuilding/>

Culture

Values Know No Boundaries

Work today transcends boundaries and company culture must follow it.

<https://www.hrotoday.com/workforce-management/values-know-no-boundaries/>

Talent Acquisition

TA Market Report

Recruiting strategies need to be adapted to the post-pandemic business climate.

<https://www.hrotoday.com/news/talent-acquisition/ta-market-report/>

Growing the Brand

Employer brand is a key element of a healthy talent pipeline. Here are four ways to find the best-fit talent.

<https://www.hrotoday.com/news/talent-acquisition/rpo-staffing/growing-with-the-brand/>

Talent Management

Aiming at Agile

How can HR implement this strategy in order to benefit their business?

<https://www.hrotoday.com/workforce-management/aiming-at-agile/>

Recognition

Promoting Values Virtually

Recognition programs can help promote collaboration and camaraderie within a remote workforce.

<https://www.hrotoday.com/news/engaged-workforce/performance-management-rewards/promoting-values-virtually/>
