



“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

“The Premier Networking and Professional Development Society for Top HR Leaders”

CONTENT + ADVICE

discussions facilitated by industry experts, along with shared problem-solving discussions among members.

ON TOP OF THAT
Relationships developed within this close-knit community are invaluable.

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!



TOO BUSY...
Think you won't have
time to participate?

THINK AGAIN...
Meetings are held
virtually every 6
weeks, PLUS the
opportunity to meet
in-person twice a year.



MEMBERS SHARE BEST PRACTICES ON...

- Technology enablement
- Succession planning
- Upskilling and restructuring the HR department
- Lean principles
- Reimagine HR – put in more effective & adaptive programs across the system
- Understanding and addressing the development needs of the organization
- How can we drive HR operational excellence to add enterprise value?
- Offshore/nearshore/onshore staffing
- Building stronger connections between supervisor/employee to improve retention
- Are remote workers and their organizations drifting apart

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CONTENT CONCIERGE

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

2024 MEETING TOPICS

(*Subject to change)

A FOCUS ON OPTIMIZATION IN 2024

- **Agile.** How do we become more adaptable and mobilize our people, our skills, and our technologies to drive business outcomes.
- **Labor cost optimization.** Increase the return on investment in labor. Looking at it from end to end, parsing it to where it makes sense to deep dive. How to optimize what you are spending?
- **Technology optimization.** Optimizing our current spend within Workday. Maximize current modules based upon business requirements. Then, expand investment and ability to create solutions.
- **Optimize the HR Operating Model.** Reduced Gross HR Operating Costs.

DEEP DIVES

- **Leader and Manager Development.** *75% of HR leaders say their managers are overwhelmed by the growth of their job responsibilities.* Investing in traditional manager development programs alone is not enough. Top organizations are evolving the job itself.
- **Organizational Culture.** *41% of HR leaders say employees' connection to culture is compromised by hybrid work.* For culture to succeed in a hybrid world, leaders must work intentionally to align and connect employees to it.
- **HR Technology.** *56% of HR leaders confirmed their HR technology solutions and strategy do not match their current and future business needs, such as digital transformation.* HR technology leaders are uncertain about which technologies to adopt. Evaluate the impact and adoption of emerging HR technology.
- **Career Management and Internal Mobility.** *89% of HR leaders believe career paths at their organizations are unclear for many employees.* Traditional career maps don't work. Design adaptive career paths to offer career-option experience.

MEMBER BENEFITS

- Community access to CHROs for benchmarking, best practice sharing, and networking
- Inclusion in—and access to—our online member directory
- Convenient virtual meetings every six (6) weeks throughout the year.
- Two (2) in-person meetings per year:
 - 1/2 day in-person retreat at the *HRO Today* Forum in the Spring (May)
 - Full day retreat in the Fall (October)
- Complimentary membership to the *HRO Today* Association
- Priority access to research from HRO Today (ex. *Annual Top Concerns of CHROs*, *Global Labor Market Unemployment Report*)
- Complimentary VIP ticket to the annual HRO Today Forum, North America (includes access to the CHRO Awards Gala)
- A subscription to *HRO Today* magazine

ADDITIONAL BENEFIT



C-TEN members receive membership to the *HRO Today* Association for their entire HR team at no charge.
(a \$5,000 value)

**JOIN TODAY & BECOME
PART OF AN EXCLUSIVE
COMMUNITY OF CHROs!**

Greater than 5,000 FTE: \$12,000

1,000 – 4,999 FTE: \$9,000

Less than 999: \$6,000



For more information,
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C-TEN's annual retreat at the *HRO Today* Forum: learn, network and advance the profession!

The C-TEN retreat meeting is completely worth the time, effort and cost of attending. Between the outstanding presenters and the intimate nature of the meeting which allows real dialogue between the presenters and between the C-Ten members, the retreat alone makes the C-TEN membership worthwhile.

Steve Antonoff
Vice President of Human Resources
CalPortland Company

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

Carl Peers
Senior Vice President, Human Resources
OneBlood

The CHRO community is bombarded with requests to engage with networking groups. C-TEN provides the opportunity for networking, professional development, idea exchange, and functional news all in a more collegial and casual environment not often experienced by other networks.

***HRO Today* Association Benefits**

The *HRO Today* Association supports the learning and development of HR professionals around the globe.

ACCESS timely content and discuss critical issues in real-time with like-minded professionals.

COLLABORATE with a cross functional team of HR practitioners and providers.

IMPROVE the skills needed to enhance the quality, effectiveness, and efficiency of your HR operations.

INSPIRE others by sharing your knowledge and be inspired as you learn from others.

C-TEN members receive complimentary corporate membership to the *HRO Today* Association

Association membership offers virtual opportunities to support the learning and development of your HR and Talent Acquisition professionals, connecting them with their peers to learn, get advice and offer support via:

- **30-minute Livestreams** - Convenient and interactive, the Association's livestreams allow members to connect with each other around content and best practice sharing.
- **HR Table Talks Virtual round table discussions** - HR Table Talks provide a safe space for Association members to discuss challenges and issues "keeping them up at night".
- **Knowledge Centers** Special interest groups built on data, knowledge-sharing, thought leadership and collaboration.