



COMMUNITY



SUPPORT



RESOURCES



SUCCESS

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.

CHRO Testimonials



Hear why **Carl Peers** loves the C-TEN community and the support it provides.

"C-TEN offers a unique, collegial environment for networking and professional development."



Mike Yonker, EVP, CHRO,
Marriott Vacations Worldwide
C-TEN Chair

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 topic 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!**

Our diverse membership spans various industries and organizational sizes, enriching our discussions with a wide range of perspectives.

TOO BUSY...

Think you won't have time to participate?

THINK AGAIN...

Meetings are held virtually one hour, once a month; PLUS, the chance to meet in-person twice a year.

CONTACT

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A black and white photograph showing the silhouettes of four business professionals in a meeting. A man in a suit stands on the left, holding a folder. A woman stands in the center, looking towards the right. Two other people are seated at a table in the foreground, with a laptop and coffee cups visible. The background is bright, creating a high-contrast silhouette effect.

2025 Meeting Topics

(*Subject to change)

Developing Tomorrow's Leaders • Why Young People Don't Want to Be Managers • The State of Performance Improvement Plans • Politics in the Workplace • Fostering a Collaborative Multigenerational Culture • AI in HR: The Current Legal Landscape • Holistic Well-being Programs • Compensation Strategies • Transformational HR/Outsourcing • Effective Employee Communication Methods • Scaling Up for Growth • How Can We Make people Want to Come to the Office? • External Pressures Impact on DEI • ERP Implementation • **and more!**

Three Trends Will be Examined in 2025:

TREND ONE: Attracting and retaining talent will be a top challenge as uncertainty continues to rattle the labor market. Voluntary quits declined in 2024, with employees opting to stay with their employers instead of returning to the job market. The reason? Delayed resignations amid concerns about job security. HR will be tasked with supporting the flexibility and balance that employees are looking for.

TREND TWO: The best employers will make work less chaotic and provide comprehensive well-being support for employees. "Wellness and mental health have become instrumental in attracting and retaining the new workforce, and employee burnout has become a central focus of that. Early career employees have different needs, goals, and challenges than someone who is midway through their career, and employers must offer individualized, flexible programs.


TREND THREE: Values-based leadership will become a key differentiator in organizational efforts to recruit and retain talent. Employee retention is a relationship—and the key to any relationship involves trust, mutual respect, and aligned values. Here are some ways that HR can cultivate values-based decision-making across their organizations.

Industry 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.

C-TEN Membership Benefits:

- **Monthly Virtual Insights & Discussions:** Join us each month for an hour of expert-led content sessions and dynamic group discussions, designed to tackle the most pressing HR challenges of today.
- **Biannual Half-Day Retreats:** Twice a year, connect face-to-face for in-depth conversations, meaningful networking, collaborative group activities—and a touch of fun along the way!
- **Empower Your Team with Professional Development:** Complimentary HRO Today Association membership for your staff.
- **Unparalleled Peer Community:** Benchmark strategies and share best practices with fellow CHROs.
- **Exclusive Online Member Directory:** Access our exclusive online directory to connect with peers.
- **Priority Research Access:** Early access to key reports like the Annual Top Concerns of CHROs.
- **VIP Access to Signature Events:** Complimentary VIP ticket to the *HRO Today* Forum and CHRO Awards Gala.
- **Curated Resources for HR Leaders:** Complimentary *HRO Today* Magazine subscription and exclusive content email to you.



**JOIN TODAY AND 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 FTE: \$6,000



**For more information, contact
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**EXCLUSIVE RESOURCES
AND CONTENT,
FOR YOUR ENTIRE TEAM**

The ***HRO Today Association***, the global community to keep you informed about the most critical topics in HR, offers virtual opportunities to support the learning and development of HR and Talent Acquisition professionals, connecting them with their peers to learn, get advice and offer support. Benefits include:

30-minute Livestreams are content-driven sessions that allow members to connect with a subject matter expert to learn, ask questions, and walk away with new ideas and best practices. 30 minutes/monthly.

HR Table Talks are virtual round table discussions. These member-facilitated discussions provide a safe space for Association members to discuss challenges and issues “keeping them up at night”. 30 minutes/monthly.

Knowledge Centers unite like-minded professionals to delve deeper into topics of shared interest. They offer volunteer leadership and speaking opportunities. 60 minutes/quarterly.

HR Breakthroughs our on-demand video series designed to provide impactful insights in bite-sized formats. Each video, lasting just 5-10 minutes, fits seamlessly into your busy schedule.

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

“ **The C-TEN retreat meeting is worth the time, effort and cost of attending.** Between the outstanding presenters and the intimate nature of the meeting, which allows real dialogue with industry thought leaders and between C-TEN members, the retreat alone makes the C-TEN membership worthwhile. ”



Steve Antonoff

Former VP of Human Resources
CalPortland Company

