



C-TEN June 2025 Meeting – Simple Summary

Website Preview

- Connor Feeney shared updates on the new C-TEN website, focused on member resources and showcasing testimonials.
- Members were invited to submit quick testimonials using a new Microsoft Form. [Please click here to share your thoughts.](#)

AI Integration

- Many are exploring or implementing AI to streamline HR tasks, but cost, security, and readiness vary.
- Members stressed the need for careful planning, culture shifts, and using AI to enhance—not replace—human work.

HR Systems

- Oracle and ADP were preferred by some; Paycom and UKG were heavily criticized for poor support and limited flexibility.
- Key advice: Choosing the right system implementer is just as important as choosing the platform.

Mental Health for HR

- HR teams need more mental health support beyond traditional EAPs.
- Members recommended tools like Modern Health, BetterUp, First Stop Health, and Spring Health.

Conflict Resolution

- Interest in training and tools to manage workplace conflict effectively.
- Resources discussed included Crucial Conversations training, DISC assessments, and AI-powered platform Claro.

Additional Tools & Frameworks to Consider

1. Crucial Conversations® by VitalSmarts (now Crucial Learning)

- Why it works: Teaches how to handle emotionally charged conversations while maintaining psychological safety.
- Use cases: Manager-to-employee conflicts, executive team tension, performance feedback.
- Format: Workshops, online training, books.
- Resource: [cruciallearning.com](https://www.cruciallearning.com)

2. The Thomas-Kilmann Conflict Mode Instrument (TKI)

- Why it works: Diagnoses conflict-handling styles (e.g., avoiding, competing, collaborating) and improves self-awareness.
- Use cases: Leadership development, team building, culture improvement.
- Format: Self-assessment + facilitation guide.
- Resource: kilmanniagnostics.com

3. Radical Candor™

- Why it works: Encourages direct but caring communication to reduce passive-aggressiveness and resentment.
- Use cases: Manager training, feedback culture, team friction.
- Format: Workshops, coaching, toolkit.
- Resource: radicalcandor.com

4. Conflict Dynamics Profile (CDP)

- Why it works: Measures how individuals respond to conflict and identifies behavioral triggers.
- Use cases: Executive coaching, high-conflict teams, cross-functional tension.
- Format: Assessment + coaching tools.
- Resource: conflictdynamics.org

Digital Tools

- Bravely – On-demand coaching for employees to navigate workplace conflict. Great for scaling support.
- LifeLabs Learning – Bite-sized, science-backed workshops on “Difficult Conversations” and “Giving Feedback.”
- Everfi’s Workplace Training – Online modules focused on civility, respect, and conflict management.

Tariffs & Economic Impact

- Some companies are delaying purchases due to rising tariffs, especially in hospitality and transportation.
- Global supply chain uncertainty is causing stress across industries.

DEI Legal Trends

- Discussion on potential rise in reverse discrimination lawsuits after the Ames v. Ohio decision.
- Members emphasized the importance of maintaining merit-based, well-documented processes.

Wrap-Up

- Next meeting: July 10, 2025, featuring Dr. Peter Capelli.
- Members were encouraged to continue sharing resources and reviewing pre-meeting materials.