

C-TEN by HR  TODAY

CHRO

Today Executive Network

C-TEN Meeting

Collaborative Group Discussion

August 14, 2025

3:00 PM ET | 12:00 PM PT

Collaborative Group Discussion

This highly interactive session creates space for open, peer-driven conversation – where members share candid insights, test ideas, and learn from one another in real time. At the request of fellow members, we'll ground the discussion in two timely and essential topics:

1. Strategic Workforce Planning in a Time of Uncertainty

2. Reimagining the Annual Merit and Promotional Increase Process

This will be a valuable opportunity to benchmark with peers, crowdsource solutions, and surface fresh thinking around shared challenges.

Strategic Workforce Planning in a Time of Uncertainty

Key Considerations & Questions for Discussion:

Headcount Optimization:

- How are you determining where to cut, hold, or grow headcount?
- Are you using scenario planning or AI-driven tools to model workforce needs?

Skills-Based Planning:

- Are you mapping current talent to future skills needs?
- What tools or frameworks are you using to identify and close skill gaps?

Internal Mobility vs. External Hiring:

- How are you incentivizing and enabling internal movement?
- What roles or functions are proving hardest to fill externally right now?

Strategic Workforce Planning in a Time of Uncertainty

Key Considerations & Questions for Discussion:

Reskilling & Redeployment:

- Are you seeing ROI from reskilling programs? What's working – or not?
- How are business leaders responding to redeployment efforts?

Collaboration with Finance & Business Leaders:

- Is workforce planning embedded into your broader strategic planning cycle?
- How are you aligning workforce plans with budget constraints and long-term goals?

Technology & Data:

- What tech platforms or data sources are informing your workforce strategy?
- How are you measuring the effectiveness of your planning efforts?

Reimagining the Annual Merit and Promotional Increase Process

As organizations face increased pressure to manage compensation budgets more strategically, many are rethinking traditional approaches to merit and promotional increases. Between tighter timelines, demands for pay equity, and rising employee expectations, how are you streamlining your process – without sacrificing transparency or fairness?

Key Considerations & Questions for Discussion:

Process Efficiency & Timing:

- Have you shortened or consolidated timelines for merit and promo cycles? What's worked?
- Are you moving away from annual increases to more flexible or rolling models?

Manager Enablement:

- How are you equipping managers to make informed, consistent compensation decisions?
- Are there new tools, templates, or training that have improved outcomes?

Reimagining the Annual Merit and Promotional Increase Process

Key Considerations & Questions for Discussion:

Technology & Automation:

- What platforms or systems are helping you simplify and scale your process?
- Are you leveraging AI to identify anomalies or ensure pay equity?

Equity & Transparency:

- How are you addressing fairness in promotional increases – especially across hybrid or remote teams?
- What's your approach to communicating compensation decisions to employees?

Budget Alignment:

- How are you partnering with Finance to align compensation increases with organizational goals?
- What trade-offs or innovations have helped you stretch limited budgets effectively?



Thank you for joining us today!

Next C-TEN Meeting:

Thursday, September 11

3:00–4:00 PM ET | 12:00–1:00 PM PT



C-TEN Dinner & Half-Day Meeting

C-TEN Dinner : Wednesday, October 8, 2025

7:00 PM – 9:00 PM

Cooper's Hawk Restaurant & Winery | 8005 International Drive, Orlando, FL

C-TEN Half-Day Meeting : Thursday, October 9, 2025

8:30 AM – 1:00 PM + optional tour from 1:00 PM – 2:00 PM

Hosted by Carl Peers, Senior Vice President of Human Resources, OneBlood