

C-TEN by HR  TODAY

# CHRO

Today Executive Network

## 1/2 Day In-Person Meeting

*Thursday, October 9, 2025*

*8:30 AM – 1:00 PM ET*

*Orlando, FL*

# MEETING AGENDA

- 8:30–9:00AM Networking Breakfast & General Discussion
- 9:00–9:20AM Guest Speaker, Dr. David Ellis, SVP Talent Transformation, Korn Ferry  
Topic – *Designing AI-Powered Talent Models for Enterprise Growth*
- 9:20–10:00AM Group Discussion/Q&A with Dr. Ellis
- 10:00–10:25AM** **Group Discussion**  
**Topic – *Post-Merger People Strategy: Successfully Integrating Teams and Cultures***
- 10:25–10:30AM 5-Minute Break
- 10:30–11:00AM Guest Speaker, Dr. Michelle Prince, MPrince Consulting LLC  
Topic – *Unlock Your Organization’s Leadership Potential*
- 11:00–11:30AM Group Discussion/Q&A with Dr. Prince
- 11:30AM – 12:00PM Group Discussion  
Topic – *Leading Through CEO Transitions: HR’s Role in Ensuring Continuity and Confidence*
- 12:00–12:30PM Member Speaker, Carl Peers, SVP, HR, OneBlood  
Topic – *Responding to a Ransomware Event*
- 12:30–1:00PM Lunch & General Discussion
- 1:00–2:00PM Optional Tour of OneBlood Facility

# Group Discussion

**Post-Merger People Strategy:  
Successfully Integrating Teams  
and Culture**

# Group Discussion

## Setting the Context

**The Stakes:** Why integration success is critical for retaining talent and realizing deal value.

**Common Pitfalls:** Talent flight, culture clashes, productivity dips, unclear leadership roles.

# Group Discussion

## Key Integration Challenges

### Culture Alignment:

1. How do you identify and reconcile differences in values, leadership styles, and work norms?
2. Have you ever blended cultures successfully without “wiping out” one identity?

# Group Discussion

## Key Integration Challenges

**Leadership and Role Clarity:** Preventing power struggles and ambiguity.

**Employee Engagement & Retention:** Strategies for maintaining morale when uncertainty is high.

**Communication Cadence:** Transparency vs. information overload – finding the right rhythm.

# Group Discussion

## Best Practices & Lessons Learned

- **Early Cultural Due Diligence** (before the ink dries).
- **Creating Integration “ambassadors”** across both organizations.
- **Blending policies and processes** with minimal disruption.
- **Quick wins** that build trust during the first 90 days.
- **Measuring integration success** – what metrics do you track?

# Group Discussion

## Peer Exchange Questions

- What's one thing you'd **do differently** if you had a merger integration to manage again?
- How do you **keep senior leaders aligned** on the people strategy when financial pressures dominate?
- Has anyone used **tech or analysis** to track cultural integration?

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# Group Discussion

**Leading Through CEO**

**Transitions: HR's Role in Ensuring  
Continuity and Confidence**

# Group Discussion

## Setting the Context

CEO transitions are **critical moments** that can impact organizational culture, strategy, and employee morale.

**HR's Unique Position:** Positioned at the intersection of leadership, talent, and culture, HR plays a vital role in smoothing the transition.

# Group Discussion

## Preparing Before the Transition

- How can **HR proactively prepare** the organization and leadership team for an impending CEO change?
- **Developing and maintaining** a robust CEO succession plan.
- Communication strategy to **manage rumors and uncertainty** internally and externally.

# Group Discussion

## Support the Incoming CEO

- Onboarding and integration: How does HR ensure the new CEO understands **the culture, key stakeholders, and strategic priorities?**
- **Facilitating introductions and relationship-building** with key teams and the board.
- **Aligning the CEO's vision** with existing organizational goals and culture.

# Group Discussion

## Supporting the Leadership Team and Employees

- Managing **employee concerns, anxiety,** and **resistance to change.**
- How can HR help **maintain productivity and morale** during the uncertainty?
- **Reinforcing continuity** of organizational values and strategy.

# Group Discussion

## Communication and Transparency

- **Best practices** for transparent and timely communication during CEO transitions.
- **Balancing confidentiality** with the need to **keep employees informed**.
- Role of HR in **messaging to external stakeholders** (investors, customers, media).

# Group Discussion

## Managing Risks and Challenges

- **Common pitfalls** during CEO transitions and how HR can mitigate them.
- **Handling conflicting leadership styles** or strategic shifts.
- **Retaining critical talent** who may be unsettled by leadership change.

# Group Discussion

## Measuring Success and Continuous Improvement

- How to assess whether **the CEO transition was successful** from an HR perspective.
- **Gathering feedback** from employees and leadership post-transition.
- **Lessons learned and evolving** the succession planning process.

# Group Discussion

## Open Discussion

What are the top **1-2 actions HR should prioritize** to ensure a smooth CEO transition?



See you next month – virtually!

**Thursday, November 6 | 3:00 PM ET/12:00 PM ET**

Collaborative Group Discussion

*More Efficient Annual Merit and Promotional Increase Process*

*How to Build and Maintain a Strong Culture in the Organization*

*Sharing HR Technology Practices*

***Be sure to fill out the post-meeting survey***