

C-TEN by HR  TODAY

CHRO

Today Executive Network

C-TEN Meeting

Collaborative Group Discussion

 Expert-Led Discussion

December 11, 2025

3:00 PM ET | 12:00 PM PT

Expert-Led Discussion

Job Hugging & Quiet Cracking



Debbie Bolla

*Senior Vice President
and Editorial Director*
HRO Today

Debbie Bolla has spent more than 15 years leading editorial strategy for *HRO Today*, delivering award-winning coverage on human capital management, talent acquisition, and pay equity. She oversees global publications, newsletters, podcasts, and special issues, shaping the voice and design of the brand. Debbie is a frequent speaker at *HRO Today* Forum events and industry conferences, and previously appeared as a monthly guest on SiriusXM's *In the Workplace*. Her work has earned multiple Tabbie Awards for editorial excellence.

Job Hugging

Job quit rates are at historic lows. Employees are staying at jobs not due to connection but out of fear driven by uncertainty

- What signs of job hugging are you seeing at your organization, and what do you believe is driving it—economic uncertainty, burnout, technology, or something else?
- In what ways are you engaging employees to make the most of this trend?
- Which strategies do you plan to deploy when the tide shifts and the market opens up?

Quiet Cracking

Quiet cracking refers to a persistent feeling of unhappiness, disengagement, and emotional strain that doesn't immediately show up in performance metrics. Employees keep showing up, keep performing, but are quietly unraveling beneath the surface.

- Are you seeing quiet cracking at your organizations and how do you identify it?
- What strategies are you leveraging to navigate the challenges that come with quiet cracking?
- What role does company culture play?

C-TEN December 2026 Meeting

***2026 PREDICTION
DISCUSSIONS***

C-TEN December 2026 Meeting

Let's Discuss - What are the trends, challenges, or opportunities you're expecting to shape HR and the workforce?

- Which processes or roles could AI completely disrupt in the workplace?
- What cultural or leadership shifts will organizations need to survive and thrive in 2026?
- What new ways of measuring productivity or engagement will emerge next year?
- Which external factors - economy, regulation, geopolitics - will most impact HR next year?
- What industry or business trends will force HR to pivot quickly in 2026?



See you next year!

Next C-TEN Meeting

Thursday, January 8

3:00 PM ET / 12:00 PM PT