



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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2026 Meeting Topics

(*Subject to change)

Culture Eats AI for Breakfast | The Cost of Misalignment: How Hidden HR Disconnects Cost Organizations Talent, Trust, and Results | From Hierarchy to Fluid Talent Models: Designing the Organization of the Future | Research from Dr. Peter Cappelli, Director, Wharton Center for Human Resources | From Insights to Foresight: Using Predictive Data to Inform Executive Decisions | The 5Ls The Gift of a Balanced Life: Your Pathway To Personal And Professional Success | Re-imagining the Employee Value Proposition

We'll be keeping an eye on these three trends in 2026:

TREND ONE: Job Hugging Creates Hidden Talent Stagnation A stagnant job market is fueling “job hugging,” where employees stay for security even if they're disengaged. This creates talent bottlenecks and masks deeper morale issues, especially among high performers who feel stuck. HR will need to reopen mobility pathways and re-energize stalled teams.

TREND TWO: Burnout Evolves Into “Quiet Cracking” 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: Growth From Within Becomes the New Retention Strategy 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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HRO TODAY ASSOCIATION

**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:

Third Thursday Webinar & HR Bonus Briefings are content-driven, monthly sessions that allow members to connect with a subject matter expert to learn, ask questions, and walk away with new ideas and best practices.

HR Breakthroughs are on-demand pre-recorded 10-minute interviews with HR and talent leaders from across the career spectrum. You pick the topic, we draft the questions, and meet for 15 minutes on Teams to record. Our most high impact and schedule-friendly opportunity!

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

Member Committees are schedule-friendly, high-value opportunities to participate. Whether you join Editorial & Research or Influence & Outreach, you'll help guide content, strengthen our community, and get recognized along the way.

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

