Date	Time	Session Name	Speakers	Session Description
Day One				
Wednesday, May 6, 2026	8:00AM	Registration Opens/Breakfast Available		
Wednesday, May 6, 2026	8:30AM - 1:00PM	C-TEN Meeting	Renee Preston, HRO Today	Invitation Only - The annual meeting of the CHRO Today Executive Network (C-TEN) will convene on the first day of the HRO Today Forum.
Wednesday, May 6, 2026	12:00PM - 1:00PM	Lunch		
Wednesday, May 6, 2026	1:00PM - 2:30PM	C-TEN Open Meeting Part 1	Renee Preston, HRO Today Elliot Clark, HRO Today Korn Ferry	CHROs, EVPs, and Senior HR leaders are invited to experience a C-TEN meeting as a non-member. Designed to combat the isolation of executive leadership, C-TEN offers a confidential space for real conversations, shared challenges, and actionable insights. Join us for a collaborative discussion about the crucial topics that HR Leaders face all year and network with your peers across industries.
Wednesday, May 6, 2026	1:00PM - 2:30PM	Behind the Scenes of the Baker's Dozen (Focus Group)	Larry Basinait, HRO Today	For nearly 20 years, HRO Today's research team has worked with senior HR leaders to develop the Baker's Dozen Customer Satisfaction Ratings™. This year, we are inviting HR service providers to join us for a look behind the scenes of the process and methodology of the Baker's Dozen. Providers will have the opportunity to share their thoughts on the Baker's Dozen as we continue to evolve the one of the most trusted resources in HR.
Wednesday, May 6, 2026	2:30PM - 3:00PM	Networking Break		
Wednesday, May 6, 2026	3:00PM - 3:45PM	C-TEN Open Meeting Part 2	Renee Preston, HRO Today	The Open C-TEN Meeting continues, bringing together HR executives for fun and engaging conversations about the most pressing HR challenges
Wednesday, May 6, 2026	5:00PM - 7:00PM	HRO Forum Welcome Party		Meet your colleagues at our Welcome Party. Get to know your fellow attendees as you prepare for incredible sessions and celebrations highlighting the importance of HR. Venue To Be Announced
Day Two				
Thursday, May 7, 2026	8:00 AM	Registration Opens		
Thursday, May 7, 2026	8:30AM - 9:00AM	General Admission Breakfast		

Thursday, May 7, 2026	9:00AM - 9:30AM	Opening Remarks	Elliot Clark	
Thursday, May 7, 2026	9:30AM - 10:15AM	H(R)evolution	Moderator: Robin Corralez, PandaDoc Panelists: Ivory Harris, Senior Vice President, Chief Human Resources Officer - AGCO Corporation Michael Van Aken, Chief People Officer - Acosta Group Patricia Frost, Chief People and Places Officer - Seagate Technologies	This panel brings together leading CHROs to explore the major trends reshaping the world of work and the evolving role of human resources. From talent scarcity and skills transformation to AI-driven workforce insights and shifting employee expectations, these HR leaders will share firsthand perspectives on how organizations must adapt to stay competitive. The discussion will highlight emerging strategies in culture building, leadership development, and employee experience, as well as the expanding strategic influence of HR in guiding business resilience and innovation.
Thursday, May 7, 2026	10:15AM - 10:30AM	Coffee Break		
Thursday, May 7, 2026	10:30AM - 11:00AM	Onstage Interview - Kelly Jones, Cisco	Debbie Bolla, HRO Today Kelly Jones, Chief People Officer - Cisco	Join us for an insightful onstage conversation with Kelly Jones, Chief People Officer at Cisco, as we explore how human resources is transforming in an era of rapid workplace change. Kelly's impact spans Cisco's global workforce, the communities in which Cisco operates, and the broader HR profession, redefining the CHRO role as a catalyst for business and human performance.
Thursday, May 7, 2026	11:00AM - 11:30AM	Onstage Interview - Alex Kweskin, IRS	Elliot Clark, HRO Today Alex Kweskin, Chief Human Capital Officer - IRS	Alex Kweskin, Chief Human Capital Officer at IRS, sits down for a discussion about his career and how he has seen HR evolve. This interview will delve into today's most pressing people leadership challenges from talent strategy and skills evolution to culture building, AI adoption, and the shifting expectations of a modern workforce. Hear firsthand how HR is becoming a more strategic driver of organizational growth, resilience, and innovation.

Thursday, May 7, 2026	11:30 AM - 12:30PM	HR Townhall	Peter Capelli, Director, Center for HR The Wharton School, University of Pennsylvania	The floor is open for your questions. Join us for an open conversation about the evolving landscape of human resources. This session will explore the latest research, emerging workforce dynamics, and strategic challenges shaping the future of HR. Through an interactive discussion, attendees will have the opportunity to ask questions, share perspectives, and deepen their understanding of the trends influencing HR's expanding role in organizational success.
Thursday, May 7, 2026	12:30 PM - 1:30PM	Networking Lunch/ Association Awards	Renee Preston, Connor Feeney	Join us for a celebratory awards lunch recognizing the outstanding achievements and contributions of the members of the HRO Today Association. New this year, this special lunch honors members who have demonstrated exceptional leadership and innovation. Throughout the luncheon, we will spotlight inspiring stories of impact, acknowledge milestone accomplishments, and express gratitude for the dedication that strengthens our organization year-round.
Thursday, May 7, 2026	1:30PM - 2:15PM	Think Tank: Skills-Based Hiring/Management	Speaker To Be Announced	Our renowned HR Think Tanks return! This session explores the shift toward skills-based hiring and management, highlighting how organizations can better identify, develop, and deploy talent using skills as a foundation. Speakers will discuss practical frameworks, tools, and cultural shifts required to build more agile teams, enhance mobility, and create equitable, future-ready workforce strategies.
Thursday, May 7, 2026	1:30PM - 2:15PM	Think Tank: Executive Stress and Wellness	Jean Casner, SVP, CHRO - embecta	From talent shortages to AI integration, CHROs have a lot to worry about, and that can take attention away from caring for themselves. This session explores the rising levels of executive stress and the critical importance of leader wellness. Attendees will discuss the pressures facing today's HR executives, the impact on decision-making and culture, and practical strategies for building resilience, balance, and sustainable performance at the top.
Thursday, May 7, 2026	2:15PM - 2:30PM	Refreshment Break		
Thursday, May 7, 2026	2:30PM - 3:15PM	Think Tank: Workforce Management in the era of Job Hugging	Speaker To Be Announced	In this session, we tackle Job Hugging. What do you do when employees remain in roles too long, hindering mobility, innovation, and organizational growth? Attendees will discuss why Job Hugging happens, how to spot it, and strategies to encourage development, agility, and healthy career progression across the workforce.

Thursday, May 7, 2026	2:30PM - 3:15PM	Think Tank: Workforce Planning w/ AI	Rosemary Sheehan, Executive Vice President and Chief People Officer - Hartford Healthcare Jill Larsen, Chief People Officer - Synopsis	This session offers human resources leaders a comprehensive examination of how artificial intelligence is reshaping strategic workforce planning. Presenters will discuss AI-enabled forecasting, enhanced insights into workforce skills, and data-driven approaches to talent deployment and mobility. The discussion will highlight responsible implementation, ethical considerations, and practical steps for integrating AI into HR planning processes. Attendees will gain valuable guidance on leveraging AI to strengthen organizational agility, improve decision-making, and build a more resilient, future-ready workforce.
Thursday, May 7, 2026	3:15PM - 3:30PM	HR100/ MSP Baker's Dozen Announcement	Larry Basinait, HRO Today	Join us for the Announcements of the 2026 HRO Today Baker's Dozen Customer Satisfaction Rankings for Managed Service Program (MSP) and the HRO Today HR100. The Baker's Dozen is the industry-trusted ranking of the top HR service providers. This annual announcement reveals which MSP providers are leading the industry in providing a structured framework for procuring non-employee workers and maintaining the growing workforce. Then, we will announce the 2026 HR100, the definitive ranking of HR departments across industry, based on core areas including workplace culture, HR innovation, employee development, and more.
Thursday, May 7, 2026	3:30PM - 3:45PM	Session Reserved for Industry Partner	Speaker to be Announced	To Be Announced
Thursday, May 7, 2026	3:45PM - 4:30PM	Future of Innovation Panel	Moderator: Elliot Clark Panelists: To Be Announced	This panel puts HR service providers in the spotlight to explore the innovations and emerging trends that are reshaping the HR industry. Panelists will share insights into how technology, data analytics, AI, and evolving workforce expectations are driving new approaches to talent management, employee experience, and organizational effectiveness. The discussion will highlight advancements in HR solutions, shifting client needs, and the industry's strategic role in supporting agile, future-ready workplaces. Attendees will gain a deeper understanding of where the HR services market is headed and how innovative partnerships can help organizations navigate rapid change with confidence.
Thursday, May 7, 2026	4:30PM - 5:30PM	On Your Own		
Thursday, May 7, 2026	5:30PM - 6:30PM	Pre-Awards Reception		

Thursday, May 7, 2026	6:30PM - 9:30PM	CHRO of the Year Awards Gala		Celebrate the best of the best in HR at the 2026 CHRO of the Year Awards Gala. Join us as we honor this year's Leaders of Distinction and our individual CHRO of the Year Award Winners.
Thursday, May 7, 2026	9:30PM - 10:30PM	Gala Afterparty		
Day Three				
Friday, May 8, 2026	8:00AM - 10:00AM	Farewell Breakfast		
Friday, May 8, 2026	8:30AM - 10:00AM	HRO Today Association North America Board of Advisors Meeting		The North American Board of Advisors for the HRO Today Association will meet to discuss the progress and engagement of the HRO Today Association in 2026 and plan new events and outreach for the coming year.