

H(R)EVOLUTION

Transforming the HR Landscape Together



HRO TODAY
F O R U M
NORTH AMERICA

May 6 - 8, 2026

Philadelphia, PA

EVENT SPEAKERS



Larry Basinait
EVP of Marketing and Research
HRO Today



Debbie Bolla
SVP, Content Strategy
HRO Today



Peter Cappelli
Director, Center for HR
The Wharton School
University of Pennsylvania



Jean Casner
SVP, CHRO
embecta



Elliot Clark
CEO
HRO Today



Robin Corralez
CHRO
PandaDoc



Chadd Dehn
VP, Operations,
Yoh - RPO



Gianna Driver
Chief People Officer,
OpenTable



Patricia Frost
EVP, Chief People and Places
Officer Seagate Technology



Curtis Grajeda
Founder and CEO, LevelUP



Paul Gregory
Chief People and Culture Officer
Securonix



Ivory Harris
Senior Vice President,
Chief Human Resources
Officer, AGCO Corporation



Grant Jessup
Global Head of Sales, LevelUP



Kelly Jones
Chief People Officer
Cisco



Terilyn Juarez-Monroe
Chief People Officer,
Guardant Health



Alex Kweskin
Chief Human Capital
Officer, IRS

EVENT SPEAKERS



Jill Larsen
Chief People Officer
Synopsis



Jeff Pole
Co-founder and CEO,
Warden A.I.



Renee Preston
SVP of Membership Services,
Global Executive Director,
HRO Today Association



Pradheepa Raman
Chief People Officer
Global Foundries



Rosemary Sheehan
Executive Vice President
& Chief People Officer
Hartford Healthcare



Riya Sood
Formerly CHRO
OpSec Security



Aly Sparks
Global CHRO, LHH and Group
SVP, the Adecco Group



Trevor Strauss
Chief Growth Officer, AHSG



Quincy Valencia
VP Talent Transformation,
Korn Ferry

DAY 1 / AGENDA

WEDNESDAY, MAY 6, 2026

8:00 AM

Registration Opens/Breakfast

8:30 AM - 1:00 PM

C-TEN Meeting

Invitation Only - The annual meeting of the CHRO Today Executive Network (C-TEN) will convene on the first day of the HRO Today Forum.

PRESENTER:

Renee Preston, SVP of Membership Services, Global Executive Director, HRO Today Association

12:00 PM - 1:00 PM

Lunch

1:00 PM - 2:30 PM

C-TEN Open Meeting Part 1

CHROs, EVPs, and Senior HR leaders are invited to experience a CTEN 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.

PRESENTERS:

Renee Preston, SVP of Membership Services, Global Executive Director, HRO Today Association
Elliot Clark, CEO, HRO Today

1:00 PM - 2:30 PM

Behind the Scenes of the Baker's Dozen (Focus Group)

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.

PRESENTER:

Larry Basinait, EVP of Marketing and Research, HRO Today

2:30 PM - 3:00 PM

Networking Break

3:00 PM - 3:45 PM

C-TEN Open Meeting Part 2

The Open C-TEN Meeting continues, bringing together HR executives for fun and engaging conversations about the most pressing HR challenges.

PRESENTER:

Renee Preston, SVP of Membership Services, Global Executive Director, HRO Today Association

5:00 PM - 7:00 PM

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 2 / AGENDA

THURSDAY, MAY 7, 2026

8:00 AM
Registration Opens

8:30 AM - 9:00 PM
General Admission Breakfast

9:00 AM - 9:30 PM
Opening Remarks
Elliot Clark, CEO, HRO Today

9:30 AM - 10:15 AM
H(R)evolution: CHRO Panel
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.

MODERATOR:
Robin Corrales, CHRO, PandaDoc

PANELISTS:
Aly Sparks, Group CHRO, LHH
Paul Gregory, Chief People and Culture Officer, Securonix
Ivory Harris, Senior Vice President, Chief Human Resources Officer - AGCO Corporation
Terilyn Juarez-Monroe, Chief People Officer, Guardant Health

10:15 AM - 10:30 AM
Coffee Break

10:30 AM - 11:00 AM
Onstage Interview - Kelly Jones, 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.

PRESENTERS:
Elliot Clark, CEO, HRO Today, HRO Today
Kelly Jones, Chief People Officer, Cisco

11:00 AM - 11:30 AM
Onstage Interview - Alex Kweskin, 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.

PRESENTERS:
Debbie Bolla, HRO Today
Alex Kweskin, SVP of Content Strategy, IRS

11:30 AM - 12:30 PM
HR Townhall

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.

PRESENTER:
Peter Capelli, Director, Center for HR The Wharton School, University of Pennsylvania

DAY 2 / AGENDA

THURSDAY, MAY 7, 2026

12:30 PM - 1:30 PM

Networking Lunch/ Association Awards

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.

PRESENTERS:

Renee Preston, SVP of Membership Services, Global Executive Director, HRO Today Association

Connor Feeney, Director, Member Services, HRO Today Association

1:30 PM - 2:15 PM

Think Tank: Skills-Based Hiring/Management

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.

PRESENTERS:

Patricia Frost, EVP, Chief People and Places Officer, Seagate Technology

Grant Jessup, Global Head of Sales, LevelUP

1:30 PM - 2:15 PM

Think Tank: Executive Stress and Wellness

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.

PRESENTER:

Jean Casner, SVP, CHRO, embecta

2:15 PM

Refreshment Break

2:30 PM - 3:15 PM

Future of Innovation Panel

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.

MODERATOR:

Elliot Clark, CEO, HRO Today

PANELISTS:

Curtis Grajeda, Founder and CEO, LevelUP

Trevor Strauss, Chief Growth Officer, HSG

3:15 PM - 3:30 PM

HR100 and MSP Baker's Dozen Announcement

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.

PRESENTER:

Larry Basinait EVP Marketing and Research

DAY 2 / AGENDA

THURSDAY, MAY 7, 2026

3:30 PM - 3:45 PM

A.I. Governance as an Enabler

The future of AI in talent acquisition won't be won by the fastest adopters—but by the most responsible ones. As scrutiny around bias, data privacy, and regulation intensifies, leading organizations are rethinking how AI is governed, monitored, and explained. In this session, we share how auditability and governance are becoming essential enablers for sustainable, scalable AI in hiring.

PRESENTERS:

Jeff Pole, co-founder and CEO, Warden A.I.
Chadd Dehn, VP, Operations, Yoh - RPO

3:45 PM - 4:30 PM

Think Tank: Workforce Management in the Era of Job Hugging

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.

PRESENTERS:

Pradheepa Raman, Chief People Officer, Global Foundries
Riya Sood, (formerly) CHRO, OpSec Security

3:45 PM - 4:30 PM

Think Tank: Workforce Planning and AI

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.

PRESENTER:

Rosemary Sheehan, EVP & Chief People Officer, Hartford Healthcare
Jill Larsen, Chief People Officer, Synopsis

5:30 PM - 6:30 PM

CHRO of the Year Awards Gala Cocktail Party

6:30 PM - 9:30 PM

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.

9:30 PM - 10:30 PM

Gala After Party

DAY 3 AGENDA

FRIDAY, MAY 8, 2026

8:00 AM - 10:00 AM

Farewell Breakfast

8:30 AM - 10:00 AM

HRO Today Association North America Board of Advisors Meeting

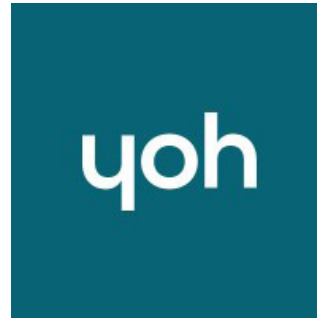
The North American Board of Advisors for the HRO Today Association will meet to discuss the progress and engagement of the HRO Today Association in 2026 and plan new events and outreach for the coming year.

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