

C-TEN by **HRO** TODAY

CHRO

Today Executive Network

C-TEN Meeting

- ✓ Collaborative Group Discussion
- Expert-Led Discussion

April 9, 2026

3:00 PM ET | 12:00 PM PT

Welcome to C-TEN, Denise!



Denise Haeggberg

CHRO



Denise Haeggberg is the Chief Human Resources Officer at Marriott Vacations Worldwide, bringing 20+ years of global experience as both an HR executive and Industrial/Organizational Psychologist. She partners with CEOs and executive teams to align talent, culture, and organizational design with enterprise strategy – balancing science-based rigor with human-centered leadership. We're excited to welcome Denise to C-TEN!

Welcome to C-TEN, Mark!



Mark Paulek

CHRO

kyndrylTM

Mark Paulek is the Chief Human Resources Officer at Kyndryl, the world's largest provider of IT infrastructure services, supporting most of the Fortune 100 across more than 60 countries. Since joining in 2022, he has led the company's human capital strategy and HR transformation, earning 180+ workplace awards by building a culture of trust, transparency, and shared success. We're excited to welcome Mark to C-TEN!

Welcome to C-TEN, Jean!



Jean Casner

Senior VP & CHRO



Jean Casner is a senior HR executive with more than 30 years of global leadership experience in human capital strategy, enterprise transformation, M&A integration, and governance. A trusted advisor to CEOs, COOs, and Boards of Directors, she is known for designing and executing people strategies that enable strong business performance, strengthen culture, and support leaders and employees through periods of significant transition.

Welcome to C-TEN, Michael!



Michael Stephens

CHRO

ALSTON & BIRD

Michael Stephens is Chief Human Resources Officer at Alston & Bird, an international law firm with more than 1,800 lawyers and employees across 13 offices - ranked by Great Place to Work as a "100 Best Companies to Work For[®]" for 27 consecutive years. In his role, Michael oversees all human resources operations, including advancing the firm's award-winning culture built on trust, service, and inclusion.

Welcome back to C-TEN, Alex!



Alex Kweskin

*Chief Human Capital
Officer*



Alex Kweskin is the Chief Human Capital Officer at the IRS, bringing over 30 years of experience as an award-winning HR leader and culture champion. He has been recognized with honors including HR Executive's HR Team of the Year (2025) and HRO Today's CHRO of the Year (2023). A longtime C-TEN member, we're thrilled to welcome Alex back in this exciting new role!

Group Discussion:

1. Hierarchy to Fluid Talent Models
2. Re-imagining the Employee Value Proposition

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1. Re-imagining the Employee Value

Proposition – exploring purpose, career paths, culture, wellbeing, and flexibility

The Employee Value Proposition is evolving quickly.

Focus Areas:

- Culture, wellbeing, and psychological safety
- Rising employee expectations around flexibility and autonomy

Re-imagining the Employee Value Proposition

Questions to Consider:

- What aspects of your EVP no longer resonate?
- How are younger generations reshaping expectations of leadership?
- What are your most successful strategies for sustaining belonging and engagement?
- What norms in your organization are being challenged or dismantled?
- Is the way you are communicating with people changing?
- How do you get EVP information out to the larger workforce, in addition to the workforce you want to attract in the future?

2. Workforce Strategy & Organizational Agility – From Hierarchy to Fluid Talent Models: Designing the Organization of the Future

Focus Areas:

- Culture, wellbeing, and psychological safety
- Rising employee expectations around flexibility and autonomy

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From Hierarchy to Fluid Talent Models: Designing the Organization of the Future

Questions to Consider:

- What barriers prevent adoption of agile workforce models?
- How are you blending internal and external talent into a single strategy?
- Where do you see the biggest opportunities to increase speed or agility?



Next C-TEN Meeting

Wednesday, May 6

8:30 AM – 12:30 PM ET

½ Day Retreat

Philadelphia, PA & Teams

2026 HRO Today Forum North America



Just Announced!

Annual Fall C-TEN Retreat

Wednesday, September 16, 2026

8:00 AM – 12:00 PM ET

Atlanta, Georgia – CHRO Forum South

C-TEN dinner on Tuesday, September 15 (7-9 PM)