

Date	Time	Session Name	Session Type	Session Description
<b>Day One</b>				
Wednesday, 4 Nov., 2026	11:00AM	Registration Opens	Registration/F&B	
Wednesday, 4 Nov., 2026	12:00PM - 1:30PM	HRO Today Association EMEA Board of Advisors Meeting	Meeting	Invitation Only - The annual meeting of the HRO Today Association EMEA Board of Advisors
Wednesday, 4 Nov., 2026	1:45PM - 2:45PM	CHRO/HRD Briefing	Meeting	CHROs Only - Join us for a collaborative discussion about the crucial topics that HR Leaders face all year and network with your peers across industries.
Wednesday, 4 Nov., 2026	2:45PM - 3:15PM	Networking Break	F&B Break	
Wednesday, 4 Nov., 2026	3:30PM - 4:45PM	CHRO/HRD Briefing and CTEN Meeting	Meeting	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.
Wednesday, 4 Nov., 2026	5:15PM - 7:15PM	HRO Forum Welcome Party	Kick Off Party	Meet your peers from across the EMEA region and get a preview of our main sessions at the Kick Off Party

Day Two				
Thursday, 5 Nov., 2026	8:00 AM	Registration Opens	Registration	
Thursday, 5 Nov., 2026	8:30AM - 9:30AM	General Admission Breakfast	F&B Break	
Thursday, 5 Nov., 2026	9:00AM - 9:30AM	Opening Remarks		
Thursday, 5 Nov., 2026	9:30AM - 10:15AM	CHRO Panel - HR Evolution	Panel	This panel brings together leading CHROs to explore the major trends reshaping the world of work and the evolving role of human resources. The discussion will highlight emerging strategies in culture building, leadership development, and expanding influence of HR in business resilience and innovation.
Thursday, 5 Nov., 2026	10:15AM - 10:45AM	Networking Break		
Thursday, 5 Nov., 2026	10:45AM - 11:30AM	CHRO Interview	Interview	Join us for an insightful onstage conversation with a top global HR leader as we explore how human resources is transforming in an era of rapid workplace change.
Thursday, 5 Nov., 2026	11:30 AM - 12:15PM	HR Townhall	Town Hall	The floor is open for your questions. Join us for an open conversation about the evolving landscape of human resources. 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, 5 Nov., 2026	12:15 PM - 1:30PM	Networking Lunch/ Association Awards/ TA Awards	F&B Break/Awards	Join us for a celebratory awards lunch recognizing the outstanding achievements of TA Leaders in EMEA at the TA Leaders of the Year Awards. New this year, we will also be recognizing the achievements of members of the HRO Today Association with the HRO Today Association EMEA Awards.
Thursday, 5 Nov., 2026	1:30PM - 2:15PM	Skills-Based Hiring/Management	Think Tank	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.
Thursday, 5 Nov., 2026	1:30PM - 2:15PM	Executive Stress and Wellness	Think Tank	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.
Thursday, 5 Nov., 2026	2:15PM - 2:45PM	Refreshment Break	F&B Break	
Thursday, 5 Nov., 2026	2:45PM - 3:30PM	Pay Transparency	Think Tank	Pay Transparency is designed to encourage equitable compensation across social lines. In this session, we will explore what employers need to know about Pay Transparency and best practices they can incorporate into their organizations

Thursday, 5 Nov., 2026	2:45PM - 3:30PM	Workforce Planning w/ AI	Think Tank	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.
Thursday, 5 Nov., 2026	3:30PM - 3:45PM	EMEA and APAC RPO Baker's Dozen Announcement	Announcement	Join us for the Announcements of the 2026 HRO Today Baker's Dozen Customer Satisfaction Rankings for Resource Process Outsourcing (RPO) for the EMEA and APAC region. The Baker's Dozen is the industry-trusted ranking of the top HR service providers across the globe.
Thursday, 5 Nov., 2026	3:45PM - 4:30PM	Future of Innovation (Provider Panel)	Panel	This panel puts HR service providers in the spotlight to explore the innovations and emerging trends that are reshaping the HR industry. 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, 5 Nov., 2026	4:30PM - 5:30PM	On Your Own	Break	
Thursday, 5 Nov., 2026	5:30PM - 6:30PM	Pre-Awards Cocktail Reception - Invite Only	Party	Invitation Only - HR practitioners are welcome to begin the celebration and reflect on the event at this Pre-Award Cocktail Reception.
Thursday, 5 Nov., 2026	6:30PM - 9:30PM	Awards Gala	Gala	Celebrate the best of the best in HR at the 2026 CHRO of the Year EMEA Awards Gala!
Thursday, 5 Nov., 2026	9:30PM - 10:30PM	Gala Afterparty	Party	