

H(R)EVOLUTION

The Next Transformation of HR



HRO TODAY
FORUM

EMEA

4-5 November, 2026
Barcelona, Spain

Join us in Barcelona, Spain

for the Premier Event for
CHROs, Heads of HR and
Talent Acquisition Leaders in
the EMEA Region

Featuring the *HRO Today*
EMEA Awards

- CHRO of the Year
- TA Leaders of the Year



Know where you belong – before the room fills up.

Each agenda card includes an access badge. Sessions without a listed restriction are marked open to all attendees.

**OPEN TO ALL ATTENDEES**

Open to all attendees

General sessions, receptions, breaks and all programming without restrictions.

**INVITATION-ONLY**

Invitation-only

Access is limited to invited participants. On 4 November, this applies to the HRO Today Association EMEA Board of Advisors Meeting.

**CHROs & HEADS OF HR – NO VENDORS**

CHROs & Heads of HR – no vendors

For HR practitioners only. On 4 November, this applies to the CHRO/HRD Briefing and CHRO/HRD Briefing and C-TEN Meeting. On 5 November, this applies to the Pre-Awards Cocktail Reception.

ACCESS MARKERS



Open to all attendees



Invitation-only



CHROs & Heads of HR - no vendors

11:00AM



Registration Opens

OPEN TO ALL ATTENDEES

12:00PM –
1:30PM



**HRO Today Association EMEA
Board of Advisors Meeting**

INVITATION-ONLY

1:45PM –
2:45PM



CHRO/HRD Briefing

Join us for a collaborative discussion about the crucial topics that HR leaders face all year and network with your peers across industries.

**CHROs & HEADS OF HR –
NO VENDORS**

2:45PM –
3:15PM



Networking Break

OPEN TO ALL ATTENDEES

3:30PM –
4:45PM



CHRO/HRD Briefing and C-TEN 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.

**CHROs & HEADS OF HR –
NO VENDORS**

5:15PM –
7:15PM



HRO Forum Welcome Party

Meet your peers from across the EMEA region and get a preview of our main sessions at the kick-off party.

OPEN TO ALL ATTENDEES

8:00AM

**Registration Opens****OPEN TO ALL ATTENDEES**

8:30AM – 9:30AM

**General Admission Breakfast****OPEN TO ALL ATTENDEES**

9:00AM – 9:30AM

**Opening Remarks****OPEN TO ALL ATTENDEES**

9:30AM – 10:15AM

**CHRO Panel – HR Evolution**

This panel brings together leading CHROs to explore the major trends reshaping the world of work and the evolving role of human resources.

OPEN TO ALL ATTENDEES

10:15AM – 10:45AM

**Networking Break****OPEN TO ALL ATTENDEES**

10:45AM – 11:30AM

**CHRO 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.

OPEN TO ALL ATTENDEES

11:30AM – 12:15PM

**HR Town Hall**

The floor is open for your questions. Join us for an open conversation about the evolving landscape of human resources. Attendees will have the opportunity to ask questions, , and deepen their understanding of HR's expanding role in organisational success.

OPEN TO ALL ATTENDEES

12:15PM – 1:30PM

Networking Lunch / Association Awards / TA Awards

OPEN TO ALL ATTENDEES

Join us for a celebratory awards lunch recognising the outstanding achievements of TA leaders in EMEA at the TA Leaders of the Year Awards. New this year, we will also be recognising the achievements of members of the HRO Today Association with the HRO Today Association EMEA Awards.



1:30PM – 2:15PM

Skills-Based Hiring & Management
THINK TANK



Our renowned HR Think Tanks return! This session explores the shift towards skills-based hiring and management, highlighting how organisations can better identify, develop, and deploy talent using skills as a foundation.

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.

2:15PM – 2:45PM



Networking Break

OPEN TO ALL ATTENDEES

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 organisations.

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 and data-driven approaches to talent deployment and mobility.

**3:30PM –
3:45PM****EMEA and APAC RPO Baker's Dozen Announcement**

Join us for the announcement of the 2026 HRO Today Baker's Dozen Customer Satisfaction Rankings for recruitment 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.

OPEN TO ALL ATTENDEES**3:45PM –
4:30PM****Future of Innovation (Provider Panel)**

This panel puts HR service providers in the spotlight to explore the innovations and emerging trends that are reshaping the HR industry.

OPEN TO ALL ATTENDEES**4:30PM –
5:30PM****On Your Own****BREAK****OPEN TO ALL ATTENDEES****5:30PM –
10:30PM****2026 HRO Today CHRO of the Year Awards Gala**

The flagship ceremony of the *HRO Today* Forum EMEA. Join us for cocktail parties and the Awards Presentation Gala Dinner. See the full breakdown of the evening on the following page.





2026 CHRO of the Year Awards Gala

To honor the contributions of incredible HR leaders, *HRO Today* is proud to present the annual CHRO/HRD of the Year Awards. Join us as we recognise past honorees and celebrate the 2026 winners

5:30PM –
6:30PM



Pre-Awards Cocktail Reception

PARTY

This party is for HR practitioners only. A separate cocktail function will be set up for HR service providers and consultants

CHROs & HEADS OF HR –
NO VENDORS

6:30PM –
9:30PM



Awards Gala

GALA

OPEN TO ALL ATTENDEES

9:30PM –
10:30PM



Gala Afterparty

PARTY

OPEN TO ALL ATTENDEES

**For more information about
the 2026 *HRO Today* Forum EMEA,
visit:**

hrotoday.com/forum-emea

**For sponsorship and speaker inquiries,
please contact:**

events@sharedxpertise.com