

CHRO FALL FORUM – WASHINGTON, DC

Business & Talent Strategy in an Era of Constant Change

September 3–4, 2025

This two-day event brings CHROs and senior HR executives together in the heart of Washington, DC for timely, strategic conversations on practice, policy, and executive leadership in a dynamic labor and regulatory landscape.

WEDNESDAY, SEPT. 3

6:00 p.m. – 7:00 p.m.

Welcome Reception & Dinner

Brought to you by Spencer Stuart

7:00 p.m. – 8:00 p.m.

Differing Perspectives, Shared Implications: Political Insights for Business Leaders

Brought to you by Deloitte and Surest

Two veteran Washington strategists bring their contrasting worldviews to the *CHRO Fall Forum* for an unfiltered discussion of the issues in play and the implications for CHROs. With firsthand insight into the second Trump Administration's ripple effects across business and society, and a Democratic party seeking to rebuild, these insiders offer unique perspectives on the forces shaping America's future—and what it means for the workforce, corporate risk, and corporate leaders.



David Axelrod

American Political Strategist and Commentator
Former Chief Strategist and Senior Advisor to
President Barack Obama



Kellyanne Conway

Former Assistant and Senior Counselor, President
Donald J. Trump; Renowned Pollster, Fox News Contributor,
Bestselling Author of "Here's the Deal"



Timothy J. Bartl *MODERATOR*

President and CEO
HR Policy Association

THURSDAY, SEPT. 4

7:00 a.m. – 8:00 a.m.

Check-In & Breakfast

Brought to you by Ayco

Pick up your name badge and meeting materials, grab a coffee, and ease into the day with breakfast and informal conversation among fellow attendees.

8:00 a.m. – 8:20 a.m.

Welcome & Opening Remarks



Timothy J. Richmond

Chair, HR Policy Association; Former Executive Vice President, Chief Human Resources Officer, AbbVie



Timothy J. Bartl

President and CEO
HR Policy Association

8:20 a.m. – 9:20 a.m.

The CEO-CHRO Partnership Playbook

In this fireside chat, a leading CEO and their CHRO unpack how a tightly aligned partnership fuels business growth and a thriving culture. Expect honest stories on balancing investor expectations with people priorities, navigating headwinds—from AI adoption to evolving DEI mandates—and embedding shared values across global operations. Walk away with practical moves to strengthen your own CEO-CHRO collaboration and elevate HR's strategic impact. *(CEO-CHRO partners will be announced soon!)*



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*Stay refreshed and ready to connect, thanks to
Oracle Cloud HCM – proud sponsor of our water bottles.*

THURSDAY, SEPT. 4

9:20 a.m. – 10:20 a.m.

The New Talent Landscape: Workforce, Mobility & the Future of Business

Brought to you by AMS

Established approaches to DEI and immigration policies are under the microscope, leaving business to grapple with serious implications for talent strategy and workforce mobility. This panel explores how these changes are shifting talent strategies and reshaping hiring and recruitment, cross-border hiring, talent development, and long-term workforce planning. Learn how leading companies are adapting to maintain access to global talent, remain compliant, and build inclusive, future-ready workforces.



Stuart Anderson

Executive Director, National Foundation for American Policy
Senior Contributor, Forbes



Timothy A. Massa

Executive Vice President and Chief People Officer,
The Kroger Company; Director, HR Policy Association



Chatrane Birbal *MODERATOR*

Vice President, Public Policy and Government Relations
HR Policy Association

10:20 a.m. – 10:40 a.m.

Morning Break

Brought to you by EHE Health

Recharge with coffee and light refreshments in the foyer while connecting with peers between sessions.



THURSDAY, SEPT. 4

10:40 a.m. – 12:10 p.m.

Leading the AI Shift: CHRO Collaboration, Use-Case Wins & Governance Guardrails

Brought to you by PwC

CHROs are increasingly at the center of enterprise AI adoption—shaping strategy, championing responsible use, and aligning talent with new technology. Learn how CHROs from leading companies partner with business-unit leaders to pilot and scale AI. Discover concrete use cases delivering value today, and the guardrails in place to protect people, data, and brand. After the panel, join facilitated table discussions to compare experiences, swap lessons learned, and gather practical ideas you can take back to your own organization.



Ty Breland

Chief Human Resources Officer and EVP,
Global Operations Services
Marriott International



Tracey Franklin

Chief People and Digital Technology Officer
Moderna



Cara Brennan Allamano *MODERATOR*

Co-Founder, PeopleTech Partners
Former Chief People Officer, Lattice

12:10 p.m. – 1:10 p.m.

Informal Networking Luncheon

Brought to you by Carver Edison and Guild

Get to know or reconnect with fellow attendees over lunch during this informal networking luncheon—an easy opportunity to make connections and ease into the afternoon's discussions.

Thank you to the following partners for supporting our 2025 CHRO Fall Forum:

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THURSDAY, SEPT. 4

1:10 p.m. – 2:10 p.m.

Our afternoon sessions are brought to you by People Results

CEO Succession: Top Pitfalls Boards Face—and the CHRO Practices That Support Success

CEO succession is one of the board's most high-stakes responsibilities—and CHROs are becoming essential partners in guiding the process. From shaping the plan to advising the board, the CHRO's influence can make or break a successful transition. In this session, a longtime CHRO and board director unpack the findings of a joint study by HRP and the Center for Executive Succession, offering a candid, behind-the-scenes look at what works, what fails, and how trusted CHROs help boards get it right.



Sheri B. Bronstein

Chief People Officer
Bank of America



Michael D. White

Director, Bank of America
Former Chairman, President, and CEO, DIRECTV



Anthony J. Nyberg

J. Henry Fellers Professor of Management; Faculty Director,
Center for Executive Succession, Darla Moore School of
Business, University of South Carolina



Ani Huang *MODERATOR*

Senior Executive Vice President, HR Policy Association
CEO, Center On Executive Compensation

2:10 p.m. – 2:25 p.m.

Afternoon Break

Brought to you by Navigate Forward

Grab a beverage and a quick snack in the foyer as you pause and reconnect before the final session of the day.



THURSDAY, SEPT. 4

2:25 p.m. – 3:30 p.m.

Securing the Next-Gen CHRO: Optimizing the CHRO Succession Pipeline

As the CHRO role has elevated in importance and complexity, CEOs, Boards and other stakeholders have higher expectations for the next generation. This makes succession planning even more critical for sitting CHROs and their CEOs. Our concluding session explores the latest turnover trends and focuses on the capabilities of incoming CHROs in different succession scenarios and from different backgrounds. The panel also examines development pathways designed to expand the bench and motivate high-potential talent, as well as develop a knowledgeable and supportive team. Gain fresh ideas from newly minted CHROs and wisdom from leaders who have successfully passed the torch. Leave with practical steps to identify and develop the future-looking profile of your next CHRO.



Michelle R. Green

Vice President and Chief Human Resources Officer
Chevron Corporation



Stephen G. Patscot

North American Human Resource Practice Leader
Spencer Stuart



Timothy J. Richmond

Executive Vice President, Chief Human Resources Officer
AbbVie; Chair, HR Policy Association



Deborah K. Wintner

Senior Vice President and Chief Human Resources Officer
Stanley Black & Decker, Inc.



Lucien Alziari *MODERATOR*

Executive Vice President, Former Chief
Human Resources Officer, Prudential Financial

3:30 p.m. – 3:45 p.m.

Concluding Remarks

Special thank you to our Platinum Sponsor, Spencer Stuart.