

CHRO Impact: CEO Succession and Senior Leader Talent Development

June 29–30, 2022

JUNE 29, 2022

DAY ONE

12:30 p.m. – 1:15 p.m. ET

The Role of the CHRO in CEO Succession and Senior Leader Talent Development

The session will begin with an interactive discussion of the unique challenges of being a CHRO, highlighting the key differences that come with the C-suite role. We'll then set the context for the rest of the session by reviewing how the characteristics and demands of the CEO have evolved over the past few decades – and how the role is likely to change in the future.



Richard R. Floersch
Senior Strategic Advisor
HR Policy Association and
Center On Executive Compensation

1:15 p.m. – 1:45 p.m. ET

Influence of Corporate Governance on Succession Planning and Talent Management

Key SEC regulations and the public policy pressure on Boards of Directors to address CEO succession and senior talent will be discussed. We'll also review the historical context and discuss the emerging influence of shareholder activism on CEO tenure and succession.



Timothy J. Bartl
President and CEO
HR Policy Association

DAY ONE CONTINUED

1:45 p.m. – 2:30 p.m. ET

Introduction to CEO Succession

An overview of the current state of CEO succession will be discussed along with a review of the key players in the succession process and the bottom-line impact of CEO succession.



Ani Huang

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

2:30 p.m. – 2:50 p.m. ET

Break

2:50 p.m. – 3:50 p.m. ET

Business Context and Effective Approaches to CEO Succession

CHROs will share their experiences with a recent internal and external CEO succession.



Meghan Cassidy

Senior Vice President, Senior Advisor to the CEO
Corteva Agriscience



Michael Fraccaro

Director, HR Policy Association
Chief People Officer
Mastercard



Cynthia M. Trudell, moderator

Former Executive Vice President, Human Resources
and CHRO
PepsiCo

DAY ONE CONTINUED

3:50 p.m. – 4:30 p.m. ET

Bring Your Own Question – Open Peer Roundtable

Richard R. Floersch, *moderator*

Senior Strategic Advisor

HR Policy Association and Center On Executive Compensation

4:30 p.m. – 4:45 p.m. ET

Break

4:45 p.m. – 6:00 p.m. ET

Virtual Fireside Chat

Stephen will share insights from his work with numerous Boards on CEO Successions.



Stephen Miles

Founder and Chief Executive Officer

The Miles Group, LLC



Carol Surface, *moderator*

Vice Chair, HR Policy Association

Chief Human Resources Officer

Medtronic PLC

8:00 a.m. – 8:10 a.m. ET

Day One Reflections

Ani Huang

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

8:10 a.m. – 9:00 a.m. ET

CEO Succession in the Post-Pandemic World

The pandemic has caused many shifts in how companies operate, how employees feel about their careers and how Boards approach the topic of CEO/C-Suite Succession. Hear from a consultant who works closely with Boards on these shifts in CEO/C-Suite Succession.



Cathy Anterasian

North American Leader, CEO Succession Services
Spencer Stuart

9:00 a.m. – 10:15 a.m. ET

CEO Succession: View from the Top

A prominent former CEO and her CHRO will discuss their experience with CEO Succession.



Mary Dillon

Former Executive Chair & CEO
ULTA Beauty
Board Member, Starbucks



Jeff Childs

Former Chief Human Resources Officer
ULTA Beauty

Richard R. Floersch, moderator

Senior Strategic Advisor
HR Policy Association and
Center On Executive Compensation

DAY TWO CONTINUED

10:15 a.m. – 10:30 a.m. ET

Break

10:30 a.m. – 11:15 a.m. ET

Building a Successful Talent Management and Succession Process

A disciplined approach to talent management continues to be a leading concern of boards and CHROs alike. An experienced former CHRO will explore the importance of a robust approach to talent management in CEO succession.



Michael Barriere

Senior Partner

CEO.works

Former Chief Human Resources Officer
Walmart, Alcoa, NY Life, Citigroup

11:15 a.m. – 11:20 a.m. ET

Wrap Up and Adjourn