

HRPA'S 57TH ANNUAL

CHRO

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Strategic Catalysts: The CHRO's Essential Role in Driving Transformation



MARCH 12-14, 2025 | ORLANDO, FLORIDA

REGISTER NOW!

HRPA HR POLICY
ASSOCIATION®



WELCOME RECEPTION

WEDNESDAY, MARCH 12 | 6:00 – 8:00 PM

DaVinci Lawn & Terrace

Generously co-sponsored by Carver Edison & Maven Clinic

Our Welcome Reception is not just about starting the conference; it's about building connections and setting the stage for a memorable event.

Whether you're a first-time attendee or an HRP Association conference veteran, this is your chance to see longtime friends and expand your professional network.

We invite you to enjoy drinks and heavy hors d'oeuvres featuring the freshest local ingredients while listening to Kenny Haddaway's relaxing guitar music as you mingle and network with fellow attendees.

Enjoy an evening of laughter, discovery, and inspiration.
We look forward to seeing you at our
CHRO Summit Welcome Reception!

[VISIT EVENT SITE](#)

CHECK-IN & BREAKFAST BUFFET

7:00 – 8:00 AM

The Ritz-Carlton Foyer / Salons I-II

Sponsored by Goldman Sachs Ayco

Pick up your name badge and conference materials at our check-in desk located in The Ritz-Carlton Foyer. Then, prepare for a day of engaging discussions with a breakfast buffet in Salons I-II.



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WELCOME & OPENING REMARKS

8:00 – 8:20 AM

Salons III-IV



Timothy J. Richmond
Chair, HR Policy Association
EVP, Chief Human Resources Officer
AbbVie



Monique R. Herena
Vice Chair, HR Policy Association
Chief Colleague Experience Officer
American Express Company



Stephanie Lundquist
Director, HR Policy Association
Chief Human Resources Officer
Cargill, Incorporated

Reports of the Membership and Nominating Committees

THE KEYS TO LEADERSHIP SUCCESS WITH TED DECKER

8:20 – 9:20 AM

Salons III-IV

Morning session sponsored by Deloitte

***Explore the critical partnership between the CEO and CHRO
in this candid fireside chat.***

Gain unique insights into this powerful partnership as Ted Decker, President and CEO of The Home Depot, and Tim Hourigan, Executive Vice President of Human Resources, discuss how organizational purpose and values, talent, and technology have played a central role in the company's ongoing evolution. This intimate conversation promises to be a highlight of the conference, offering a rare opportunity to learn from the best.



Ted Decker
Chair, President &
Chief Executive Officer
The Home Depot



Tim Hourigan
Vice Chair, HR Policy Association
Executive Vice President,
Human Resources
The Home Depot

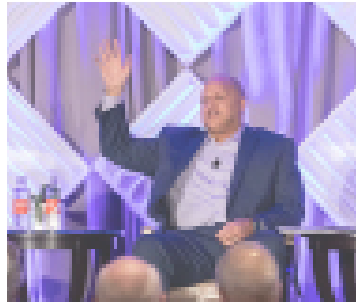


MORNING BREAK

9:20 – 9:40 AM

The Ritz-Carlton Foyer

Sponsored by Crenshaw Associates



THE CHRO'S ROLE AS ENABLER OF ORGANIZATIONAL CHANGE

9:40 – 10:45 AM

Salons III-IV

Sponsored by Guild

CHROs play a unique role in steering organizations through constant evolution, from reimagining leadership expectations to communicating the “why” behind change.

Business transformation – whether driven by existential threat, seizing a unique competitive opportunity, or leadership changes – hinges on the CHRO's ability to adjust talent, and create alignment, accountability, and urgency. This plenary panel brings together CHROs who have guided major transformations, along with outside expertise, offering practical insights for collaborating with the entire executive team to shape a shared vision and enable success.



Peter M. Fasolo *(Moderator)*
Former Executive Vice President,
Chief Human Resources Officer
Johnson & Johnson



Sheri B. Bronstein
Chief Human
Resources Officer
Bank of America



Betty D. Larson
Executive Vice President and
Chief Human Resources Officer
Merck & Co., Inc.



Anthony Abbatiello
Partner, Workforce
Transformation Lead
PwC

TRANSFORMATION STRATEGY SESSIONS

11:00 AM and 1:00 PM

See individual rooms below

Choose two of four targeted 50-minute breakouts – one before lunch and one after – each aimed at equipping you with the deep insights, tools, and strategies necessary for driving successful transformation in your organization.

SESSION I: *Creating a Transformation Culture Within HR* (Amalfi, lower level)

As HR's role in leading company transformation becomes increasingly visible, CHROs must not only support change but actively drive it. Even the strongest CHROs cannot operate alone in leading transformation; they must build exceptional HR teams and foster a culture that thrives on driving change. Session attendees will gain practical strategies for creating cultures that empower teams to lead transformation with impact.



Malaika Myers

Director, HR Policy Association
Chief Human Resources Officer
Hyatt Hotels Corporation



Nick Piazza

Senior Vice President,
Chief People Officer
Emerson



Thomas J. Plath

Former SVP, Human Resources
and Corporate Affairs
International Paper Company



Stephen F. Fry

(Moderator)
Senior Advisor
HR Policy Association

SESSION II: *Learning as a Catalyst for Change* (Siena, lower level)

Effective learning programs play a critical role in enabling organizational transformation by equipping employees with the skills and mindset needed to adapt to change. Explore how learning initiatives foster innovation, build resilience, and support a culture of continuous improvement. Attendees will gain insights on aligning learning strategies with transformation goals, securing leadership support, and delivering results that strengthen their organization's ability to compete in a rapidly changing environment.



Donna Grant Dorsey

EVP, Chief People &
Culture Officer
International Motors



Michael Fenlon, Ph.D.

Executive Dir., Harvard Univ.
Online & Advances in Learning;
Sr. Fellow, Burning Glass Institute;
Former Chief People & Future of
Work Officer, PwC



Cheryl Flink, Ph.D.

SVP, Director of Research,
Truist Leadership Institute
Truist Financial Corporation



Bijal Shah

Chief Executive Officer
Guild



Michele A. Carlin *(Moderator)*

Executive Vice President,
HRPA and Center On
Executive Compensation

SESSION III: Leveraging Technology to Drive Company & HR Strategy (Salon V)

As technology is rapidly reshaping company and HR strategies, explore how CHROs can harness emerging tools and trends – from artificial intelligence and automation to data-driven decision-making. Attendees will learn how to align technology adoption with business goals to drive innovation and maintain a competitive edge.



Stephanie Franklin
Senior Vice President,
Chief Human Resources Officer
Vertex Pharmaceuticals



Anje Dodson
Senior Vice President,
Human Resources
Oracle



Christian E. Meisner
(Moderator)
Chief Human Resources Officer
GE Aerospace, Inc.

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SESSION IV: The Power of Talent in Transformation (Salon VI)

Unlocking the full potential of your workforce is the key to driving successful transformation in today's hyper-competitive landscape. Attendees will explore how aligning talent strategy with business goals, investing in skill development, and fostering an agile culture can become a powerful engine for growth and innovation.



Darrell L. Ford
Vice Chair, HR Policy Association
Executive Vice President,
Chief Human Resources Officer
UPS, Inc.



Richard R. Floersch
(Moderator)
Senior Strategic Advisor
HR Policy Association

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LUNCHEON

12:00 – 1:00 PM

Salons I-II

Sponsored by Oracle Cloud HCM

2025 CHRO SUMMIT AGENDA

hrpolicy.org

TRANSFORMATION STRATEGY SESSIONS, CONTINUED

1:00 – 1:50 PM

Choose a second, after-lunch breakout session from the options on the previous page.

AFTERNOON BREAK

1:50 – 2:05 PM

The Ritz-Carlton Foyer

Sponsored by Feigen Advisors, LLC

THE ASSAULT ON DEI: HOW CHROS CAN LEAD THROUGH CONTROVERSY

2:05 – 3:15 PM

Salons III-IV

Explore how to lead through the challenges and backlash surrounding DEI initiatives, safeguarding organizational reputation and advancing meaningful goals.

As DEI initiatives face increasing scrutiny and backlash, companies must adapt without compromising their commitment to fostering diverse and inclusive workplaces. Expert panelists will provide actionable strategies that CHROs and HR leaders can use to protect their organization's reputation, avoid legal pitfalls, and continue advancing meaningful DEI goals.



Faten Alqaseer
Senior Managing Director
Teneo



Marlene M. Colucci
Chief Executive Officer
The Business Council



Bo Young Lee
President, Research &
Advisory, AnitaB.org; Former
Chief Diversity Officer, Uber



Ani Huang *(Moderator)*
President and CEO, Center On
Executive Compensation;
Senior EVP, HRP

3:15 – 4:00 PM

Immediately following the DEI panel, attendees will join small roundtable discussions to exchange insights, share challenges, and explore strategies with peers in a collaborative setting.

GALA RECEPTION

6:00 – 7:00 PM
The Ritz-Carlton Foyer
Sponsored by Surest



GALA DINNER

7:00 PM
Salons III-IV
Sponsored by Spencer Stuart

Awards, recognition, and an evening of festivities!

Enjoy an expertly prepared three-course meal and special entertainment by the HRPA Staff CHRO Band, Consensus.



THE CHROs' NEST LOUNGE

AFTERWARD
Salons V-VI

Sponsored by PwC

Join fellow attendees for a special after-dinner reception featuring Kenny Haddaway.

HRPA'S TRANSFORMATION STRATEGY: PURPOSE AND REBRANDING (PLATED BREAKFAST SERVED AT 7:45 AM)

7:45 – 9:05 AM

Salons III-IV

Breakfast & morning session sponsored by EHE Health

Join HRPA leadership for an update on the Association's ongoing transformation.

HRPA Chair Tim Richmond and CEO Tim Bartl will host an interactive discussion on how the Association will reframe its offerings to meet members' needs far into the future. This session offers attendees the opportunity to ask questions and engage directly about the future direction of HRPA.



Eric Dozier
Executive Vice President,
Human Resources and Diversity
Eli Lilly and Company



Samantha Hammock
Executive Vice President, Chief
Human Resources Officer
Verizon



Nickle J. LaMoreaux
Director, HR Policy Association
Senior Vice President and Chief
Human Resources Officer
IBM



Timothy J. Richmond
Chair, HR Policy Association
Executive Vice President,
Chief Human Resources Officer
AbbVie



Michelle Bottomley
Managing Partner
Modern Growth Exchange



Henry D. Eickelberg
Chief Operating Officer
HR Policy Association



Timothy J. Bartl
President and CEO
HR Policy Association



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

THE POWER OF HUMAN CONNECTION IN LEADERSHIP WITH DAVID BROOKS

9:05 – 9:55 AM

Salons III-IV

Sponsored by Cigna Healthcare

David Brooks leads a thought-provoking discussion on the importance of empathy, meaningful relationships, and leadership in today's business world.

Bestselling author and *New York Times* columnist, David Brooks, offers a unique perspective on leadership and human connection. Explore the themes of his latest book, *How to Know a Person: The Art of Seeing Others Deeply and Being Deeply Seen*, and dive into the importance of deep personal connections in thriving businesses and cultures.



David Brooks

Bestselling Author, *How to Know a Person*, *The Second Mountain*, *The Road to Character*, and *The Social Animal* | *New York Times*, Op-ed Columnist | Keen observer of American life and politics

David Brooks books courtesy of Sharecare

BREAK

9:55 – 10:10 AM

The Ritz-Carlton Foyer

Sponsored by People Results

WORKPLACE POLICY SHIFTS: WHAT TO EXPECT FROM A SECOND TRUMP ADMINISTRATION

10:10 – 11:00 AM

Salons III-IV

***Discover how a second Trump administration's policies will influence
your workforce strategy and what it means for the future of HR.***

Explore anticipated HR and employment policy changes under a second Trump administration, as well as the priorities of Republican-led majorities in Congress. Discuss how these policies may shape the workplace and affect talent and workforce strategies.

Hear from top CHROs regarding their approaches to navigating the shifting policy landscape, and learn more about the Association's advocacy efforts.



Mark Griffin

Executive Vice President,
Chief Human Resources Officer
BJ's Wholesale Club



Gregory Hoff

Assistant General Counsel, Director of
Labor & Employment Law and Policy
HR Policy Association



Chatrane Birbal

Vice President, Public Policy and
Government Relations
HR Policy Association



Wenchao Dong

Senior Director and Leader
HR Policy Association

Unlock a successful conference experience with Challenger, Gray & Christmas, Inc. – proud sponsor of our hotel room keys.

Stay refreshed and ready to connect, thanks to Omada Health – proud sponsor of our water bottles.

TRUMP, TRADE, AND TARIFFS: THE CHALLENGES FOR GLOBAL CHROS

11:00 – 11:55 AM

Salons III-IV

The Trump administration's expected shift in U.S. tariff policy will impact global business operations, supply chains, and HR strategies for both global and domestic companies.

Join us to explore the challenges these changes pose and learn how U.S. CHROs leading a global workforce can treat all employees fairly under a president who prioritizes "America First." Gain key insights into how your company can effectively navigate these new trade policies and tariffs while managing your workforce and talent worldwide.



Michael Froman
President
Council on Foreign Relations



Savita Subramanian
Head of U.S. Equity &
Quantitative Strategy
BofA Securities



Michael Walters
Chief Human Resources Officer
Samsung Semiconductor



Stephanie Lilak *(Moderator)*
Chief People Officer
Mondelēz International, Inc.

CLOSING REMARKS

11:55 AM – 12:00 PM

Salons III-IV



A special thank you to our Platinum sponsor:

SpencerStuart

2025 CHRO SUMMIT AGENDA

hrpolicy.org

THANK YOU FOR YOUR SUPPORT!

HR Policy Association would like to thank the following partners for their commitment to helping our organization provide senior corporate decision makers with the tools needed to assess the potential impact of the public policy process and build effective HR strategies. We deeply appreciate your generous support of our 2025 CHRO Summit.

SpencerStuart

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