

# CHRO IMPACT: CEO Succession & Senior Leader Talent Development

March 21–22, 2023  
Virtual Program

**MARCH 21**

**DAY ONE**

*12:00 – 12:30 p.m.*

## **Introductions & Agenda**

*12:30 – 1:00 p.m.*

## **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

*1:00 – 2:00 p.m.*

## **Introduction to CEO Succession and Corporate Governance**

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

## DAY ONE CONTINUED

2:00 – 2:30 p.m.

### Break

2:30 – 3:30 p.m.

### Business Context and Effective Approaches to CEO Succession

CHRO leaders who have been direct decision-makers and players in CEO successions, including unplanned CEO exits and horse race appointments, will share their experiences.



**Cynthia M. Trudell** (*Moderator*)

Former Executive Vice President, Human Resources and CHRO  
PepsiCo



**Paul Marchand**

Executive Vice President & Chief Human Resources Officer  
Charter Communications, Inc.



**Ellyn J. Shook**

Chief Leadership and Human Resources Officer  
Accenture

3:30 – 4:30 p.m.

### Bring Your Own Question – Open Peer Roundtable



**Richard R. Floersch**

Senior Strategic Advisor  
HR Policy Association and  
Center On Executive Compensation

## DAY ONE CONTINUED

4:30 – 5:00 p.m.

### Break

5:00 – 6:30 p.m.

### Fireside Chat

An informal discussion with Stephen Miles of The Miles Group on the keystones of successful leadership transitions and observations of recent CEO successions.



**Stephen Miles**

Founder and Chief Executive Officer  
The Miles Group, LLC



**Richard R. Floersch** (*Moderator*)

Senior Strategic Advisor  
HR Policy Association and  
Center On Executive Compensation

*8:30 – 8:50 a.m.*

**Reflections on Day One**



**William S. Allen**

Former CHRO, Macy's Inc.  
and A.P. Moller-Maersk Group

Senior Advisor  
HR Policy Association

*8:50 – 9:50 a.m.*

**Building a Successful Talent Management and Succession Process – Medtronic**

A disciplined approach to talent management continues to be a leading concern of boards and CHROs alike. Explore the importance of a robust approach to talent management in both CEO and CHRO succession.



**Patricia L. McPhee**

Vice President, Talent and Leadership Development  
Medtronic PLC

**William S. Allen**

Former CHRO, Macy's Inc.  
and A.P. Moller-Maersk Group

Senior Advisor  
HR Policy Association

*9:50 – 10:15 a.m.*

**Break**

## DAY TWO CONTINUED

10:15 – 11:00 a.m.

### CEO Succession and a Sustainable Pipeline of Talent

Jane Stevenson of Korn Ferry will discuss her groundbreaking research on women CEOs and how to create a sustainable pipeline of diverse CEOs.



**Jane Stevenson**

Vice Chair, Board & CEO Services  
Korn Ferry

11:00 – 12:00 p.m.

### CEO Succession: The View from the Top

A prominent CEO will discuss her experience with CEO Succession.



**Marillyn A. Hewson**

Former Chairman, President & CEO  
Lockheed Martin



**Richard R. Floersch**

Senior Strategic Advisor  
HR Policy Association and  
Center On Executive Compensation

12:00 – 12:15 p.m.

### Wrap Up and Adjourn