



CHRO Summit

Navigating through a
Tsunami of Change

June 24, 2025

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New York, NY

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CHRO Summit

Navigating through a Tsunami of Change

June 24, 2025 | New York, NY

DAY ONE Tuesday, June 24, 2025

7:30 am – 8:30 am

Registration and Networking Breakfast

8:30 am – 8:50 am

Setting the Stage: Research Insights and Today's Mission

We will set the stage for the day's conversations with a discussion of the mission and the format of the Summit, how each attendee's insights will become part of the event, and the major themes revealed by recent research from The Conference Board.

Rita Meyerson, EdD, Principal Researcher, Human Capital, **The Conference Board**

Diana Scott, US Human Capital Center Leader, **The Conference Board**; Summit Chair

8:50 am – 9:00 am

The One-Sentence HR Manifesto

Attendees at each table will co-create and share a **one-sentence manifesto** on what they believe should define their mission as we approach 2026.

9:00 am – 9:30 am

Focusing In: What the Board and C-Suite are Facing Now, and What the CHRO Can Provide

In turbulent times, Boards, CEOs and CHROs can get distracted with all the "blips" they see coming at them on the radar. How can CHROs understand which blips to focus on and how to provide perspective? What are Boards looking for from their CHROs today? And what do they need to hear?

Lucien Alziari, Executive Vice President, Senior Advisor & Former Chief Human Resources Officer, **Prudential Financial, Inc.**

Virginia Gambale, Managing Partner, **Azimuth Partners**; Chairwoman, **Nutanix**; Board Director, **Virtu Financial** and **EverTec**

Moderator: **Diana Scott**, US Human Capital Center Leader, **The Conference Board**; Summit Chair

9:35 am – 10:10 am

The CHRO as Strategic Partner

In times of unprecedented change – technological, social, political, environmental – the role of the CHRO as a strategic partner is critically important. In this conversation, we will explore what it means to be a strategic partner today; the biggest challenges and opportunities ahead; and advice for increasing C-Suite and Board influence.

Blair Jones, Managing Director, **Semler Brossy**

Kari Knight Stevens, Executive Vice President, CHRO and Corporate Secretary, **The Cigna Group**

Judy Werthaus, Executive Vice President and Chief People Officer, **Walmart U.S.**

Moderator: **Rita Meyerson, EdD**, Principal Researcher, Human Capital, **The Conference Board**

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10:10 am – 10:25 am

Break

10:25 am – 10:55 am

How HR Will Drive Value in 2025 and Beyond

In a span of less than five years the meaning of work has undergone multiple massive waves of transformation – forces that are reverberating and interacting in unprecedented ways. In this session we will discuss how HR is serving as a driver of value while our organizations navigate the uncharted waters of 2025 and beyond.

Marlon Sullivan, EVP & Chief Human Resources Officer, **Johnson Controls**

Moderator: **Greg Vert**, Human Capital Applied AI Leader, **Deloitte**

11:00 am – 11:15 am

Speed Debates on the Future of Work

What is your most controversial opinion on the future of work? What are the best arguments for it, and against it? In this interactive exercise, we seek to open minds and create connections by asking attendees to debate with their neighbors several thorny propositions on the future of work – and then switch sides after 60 seconds. Each topic will be revealed immediately before the debate.

11:15 am – 11:45 am

Leading the AI Transformation

AI is a tool and a driver of transformations that will encompass organizational design, job definitions, talent development, change management, the employee experience and much more. In this conversation, we will explore how HR leaders are piloting the human-centric transformations needed for a tech-empowered future.

Amy Coleman, Executive Vice President and Chief Human Resources Officer, **Microsoft**

Sonia Vora, Former Chief Human Resources Officer, **Gates Foundation**

Matt Rosenbaum, Principal Researcher, Human Capital Center, **The Conference Board**

Moderator: **Rick Hefner, PhD**, Executive Director,
Caltech Center for Technology & Management Education

11:50 am – 12:30 pm

HR in the AI Era: Championing Human Potential

Organizations poised to thrive over the coming decade will not merely adopt AI—they will harness human-AI collaboration at scale. In this evolving landscape, CHROs stand uniquely positioned to lead by shaping culture, reimagining talent strategy, and unlocking human potential across every level of business. In this session, we'll discuss real-world tactics for how to position the workforce for lasting success.

Rachel Kay, Senior Vice President & Chief People Officer, **Hearst Corporation**

Maree Prendergast, Global Chief People Officer, **VML**

Raúl Valentín, Executive Vice President and Chief Human Resources Officer, **ABM Industries**

Vicki Walia, Chief People Officer, **Prudential Financial, Inc.**

Moderator: **Parker Mitchell**, Founder & CEO, **Valence**

12:30 pm - 12:40 pm

Digest, Reflect and Discuss the Morning

Attendees will discuss at their tables their three biggest “aha” moments from the morning. We will use digital tools to collect, summarize, and share the group's observations.

12:40 pm – 1:40 pm

Lunch

1:40 pm – 2:15 pm

Reinventing the Talent Marketplace

In this session, we will explore the skills needed now to take our organizations forward in 2025. How are organizations transforming the way talent is identified, evaluated, recruited, retained, and developed? Can skills-based approaches to talent lead to more agile and adaptive organizations?

Debbie Dyson, Chief Executive Officer, **OneTen**

Michael Fraccaro, Mastercard Fellow and Former Chief People Officer, **Mastercard**

Moderator: **Robin Erickson, PhD**, Head of Human Capital Research, **The Conference Board**

2:20 pm – 2:55 pm

Driving Opportunity, Engagement, and Performance

In this discussion, we will explore evolving approaches to building cultures of belonging, opportunity, and access for all. What is changing? What will continue? And how are organizations maintaining employee trust in core values while being buffeted by polarizing forces from multiple directions?

Ayana Champagne, Corporate Vice President, Head of People & Organization, **Novo Nordisk**

Rumbi Petrozzello, Head of Assessment & Strategy, **Seramount**

Daniela Proust, Senior Vice President, Head of People & Organization, **Siemens USA**

Moderator: **Diana Scott**, US Human Capital Center Leader, **The Conference Board**; Summit Chair

2:55 pm – 3:15 pm

Break

3:15 pm – 3:55 pm

Roundtables

Join a Roundtable for small group discussions related to Summit themes, such as:

1. **Navigating the Future of Belonging and Connection**, facilitated by Meghan Cohen, Of Counsel, Executive Compensation & Employee Benefits Practice Group, Benesch
2. **Aligning Incentives for Executive and Employee Talent**, facilitated by Melissa Grim, Partner and Chair, Executive Compensation & Employee Benefits Practice Group, Benesch
3. **Rethinking Workplace Wellbeing**, facilitated by Lennie Gomez, Senior Director, Total Rewards, bswift
4. **Rewriting HR Playbooks with AI**, facilitated by Natalie Atwood, Chief People Officer, bswift
5. **From Candidate Fraud to Data Leaks: Avoiding AI Pitfalls**, facilitated by Melanie Naranjo, Chief People Officer, Ethena
6. **A Culture Measurement Framework for the Board and C-Suite**, facilitated by Rita Meyerson, EdD, Principal Researcher, Human Capital, The Conference Board
7. **Identifying and Growing Employee Skills**, facilitated by Matt Rosenbaum, Principal Researcher, Human Capital Center, The Conference Board
8. **RTO vs. Workplace Flexibility**, facilitated by Robin Erickson, PhD, Head of Human Capital Research, The Conference Board
9. **How Change is Changing**, facilitated by Erka Amursi, Principal Researcher, Human Capital Center, The Conference Board
10. **Leadership Development**, facilitated by Stuart Larson, Senior Fellow, Human Capital, The Conference Board

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4:00 pm – 4:30 pm

From Risk to Resilience

If we have learned anything in recent years, it is that the forces of change are easily powerful enough to exceed the limits of our imaginations. But while we cannot predict the future, we can prepare our organizations to navigate continued volatility across multiple dimensions. In this session we will explore how organizations are assessing the risks ahead and enhancing their resilience in response.

Maral Kazanjian, Chief People Officer, **Moody's Corporation**

Nikki Olszyk, Wellbeing & Rewards Benefits Manager, **RSM US LLP**

Moderator: **Janet Faircloth**, SVP of Thought Leadership, **Aon**

4:35 pm – 5:10 pm

Culture and Wellbeing as a Strategic Priority and Value Creator

The pandemic triggered a paradigm shift in the prioritization of employee wellbeing, and subsequent years have only confirmed its importance. In this capstone session, speakers and Summit participants will discuss wellbeing as a priority and driver of value; strategic partnerships across the C-suite to enhance wellbeing; and examples of initiatives that provide crucial employee support when it is needed most.

Courtney Ramey, Chief Operating Officer, **E4E Relief**

Beth Simonetti, Co-Director CHRO Councils I & II, **The Conference Board**; Former CHRO, **TD SYNNEX**

Co-Director CHRO Councils I&II, The Conference Board; Former CHRO, TD SYNNEX

Andrew Slentz, Senior Vice President, Human Resources and Office Management, **Hess Corporation**

Moderator: **Rita Meyerson**, EdD, Principal Researcher, Human Capital, **The Conference Board**

5:10 pm – 5:25 pm

Reflection and Closing Remarks

Diana Scott, US Human Capital Center Leader, **The Conference Board**; Summit Chair

5:25 pm – 6:30 pm

Networking Reception