



We Decide.

People. Technology. Work.



Agenda.



03.04.26 - 03.06.26 THE RITZ-CARLTON GRANDE LAKES, ORLANDO, FL



03.04.26 - 03.06.26

Bringing CHROs and senior HR executives together in Orlando, FL for timely, strategic conversations on practice, policy, and executive leadership.

Event Schedule.

Wednesday, March

04

6:00

6:00p.m. - 8:00p.m.

DaVinci Lawn & Terrace

Welcome Reception

Enjoy drinks, heavy hors d'oeuvres, and good company as you mingle and get to know fellow attendees.

BROUGHT TO YOU BY UNITED HEALTHCARE



Thursday, March

05

7:00

7:00AM - 8:00AM

The Ritz-Carlton Foyer / Salons I-II

Check-In & Breakfast

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

BROUGHT TO YOU BY GOLDMAN SACHS AYCO

8:00

8:00 a.m. - 8:20 a.m

Salons III-IV

Welcome and Opening Remarks



Timothy J. Bartl
Chief Executive Officer
CHRO Association



Timothy J. Richmond
Chair, CHRO Association
Former EVP, CHRO, AbbVie

Reports of the Membership and Nominating Committees



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



Stephanie Lundquist
Director, CHRO Association
Chief Human Resources Officer
Cargill, Incorporated

Thursday, March

05

8:20

8:20 a.m. – 9:20 a.m.

Salons III-IV

The CEO-CHRO Partnership: A Fireside Chat

Optum CEO Patrick Conway and CPO Kristi Hummel will discuss how they collaborate to transform healthcare delivery for millions of Americans. Discover how their strategic alignment on talent, technology, and operational scale enables Optum to tackle the industry's most pressing challenges—from rising costs to access barriers to quality outcomes. This intimate conversation will explore how purpose-driven leadership, workforce innovation, and technology create competitive advantage while delivering measurable value for customers and patients. The discussion offers a rare opportunity to learn from executives leading one of healthcare's most influential organizations through a period of unprecedented industry transformation.



Patrick Conway

CEO

Optum at UnitedHealth Group



Kristi Hummel

Chief People Officer

Optum

BROUGHT TO YOU BY DELOITTE.

9:20

9:20 a.m. – 9:40 a.m.

The Ritz-Carlton Foyer

Morning Break

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



Thursday, March

05

9:40

9:40 a.m. – 10:45 a.m.

Salons III-IV

Leading the Hybrid Human-AI Workforce

AI is an emerging co-worker, not just a tool. Wharton Professor Ethan Mollick explores the shift from "using" tech to collaborating with it. He positions the CHRO as the R&D leader for work, responsible for navigating the "Jagged Frontier"—the specific zone where human expertise meets machine capability.

BROUGHT TO YOU BY GUILD



Ethan Mollick
Innovation Expert & Artificial Intelligence Thought Leader; Professor of Entrepreneurship, The Wharton School



Parker Mitchell
Founder & CEO
Valence

10:45

10:45a.m. - 10:55 a.m.

The Ritz-Carlton Foyer

Relocation Break

Recharge with coffee and light refreshments in the foyer as you navigate your way to the first of two breakout sessions.



Thursday, March

05

10:55

10:55 a.m. – 11:55 a.m

Various Locations

AI Breakout Sessions Round One

Choose two from a selection of four AI-focused breakout sessions—attend one before and one after lunch.

BROUGHT TO YOU BY THE MILES GROUP

Developing the AI-Enabled Workplace

Breakout Session - Salon V

Focus on developing workforce capabilities for an AI enabled workplace, with skills and learning as the starting point and AI as an enabler. Rebecca Hinds, PhD will anchor the session with research and case examples, followed by CHRO perspectives and discussions on what members are trying, what is working, and what is not.



Rebecca Hinds, PhD
Head of the Work AI Institute and Thought Leadership, Glean
Author, Your Best Meeting Ever (Simon & Schuster, Feb 2026)



Ryan Craig
Executive Vice President, Chief Human Resources Officer
Elevance Health



Shelly Carlin
Executive Vice President, Learning
CHRO Association

MODERATOR



CHRO
CHRO
CHRO

SUMMIT 2026

Thursday, March

05

10:55

10:55 a.m. – 11:55 a.m

Breakout Session Options Continued

Measuring What Matters: The Real ROI of Enterprise AI

Breakout Session - Napoli

As generative AI moves from experimentation to execution, CHROs are under pressure to demonstrate business impact — not just efficiency gains. In this session, leaders from Workday and Danaher share how they are defining, measuring, and communicating the ROI of AI investments across talent, productivity, and operating models. Panelists will discuss what early value looks like, what metrics resonate with CEOs and boards, and what it takes to turn test-and-learn pilots into repeatable enterprise wins.



Ernest Ng
Senior Principal, Product Strategy
Workday



Georgeann Couchara
Senior Vice President,
Human Resources
Danaher



Ani Huang
President, Policy and Practice,
CHRO Association
CEO, Center on Executive
Compensation

MODERATOR

Inside Implementation: How Enterprise HR Leaders Are Deploying AI at Scale

Breakout Session - Salon V

In this hands-on breakout, walk through what AI implementation really looks like inside a global organization. From identifying priority use cases to navigating change management, governance, workforce readiness, and IT integration, this session offers a transparent look at the decisions, trade-offs, and leadership rhythms required to move beyond pilots and deliver meaningful business impact. Ideal for CHROs who want a grounded roadmap for scaling AI responsibly and effectively.



Eric Dozier
Executive Vice President and
Chief People Officer
Eli Lilly



Darrell Ford
Vice Chair, CHRO Association
Executive Vice President, CHRO
UPS



Stephanie Lundquist
Director, CHRO Association
Chief Human Resources Officer,
Cargill, Inc

MODERATOR

10:55

10:55 a.m. – 11:55 a.m.
Breakout Session Options Continued

Early Lessons from CHROs Leading AI Adoption

Breakout Session - Siena

Three CHROs share short “case stories” (what we tried, what worked, what didn’t) followed by guided peer conversations. The focus is on honest trade-offs, not polished success stories.



Kristen Mullholland
Executive Vice President and Chief Human Resources Officer
Johnson & Johnson



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



Jacqui Canney
Director, CHRO Association
Chief People and AI Enablement Officer, ServiceNow

MODERATOR

11:55

11:55 a.m. – 12:55 p.m.
Salons I-II

Informal Networking Luncheon

Get to know or reconnect with attendees during this informal networking luncheon—an easy opportunity recharge ahead of the afternoon discussions.

BROUGHT TO YOU BY ORACLE CLOUD HCM

12:55

12:55 p.m. – 1:55 p.m.
Various Locations

AI Breakout Sessions Round Two

Choose a second AI-focused breakout session from the four options listed above.

BROUGHT TO YOU BY THE MILES GROUP

Thursday, March

05

1:55

1:55 p.m. – 2:05 p.m.

The Ritz-Carlton Foyer

Afternoon Break

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

BROUGHT TO YOU BY PEOPLE RESULTS



2:05

2:05 p.m. – 3:00 p.m.

Salons III-IV

World-Class HRBPs: Insights from CAHRS and Real-World Practice

Dive deep into how the HRBP role has transformed — and where it's headed. In this session, we'll explore findings from the Cornell Center for Advanced Human Resource Studies (CAHRS)'s "World Class HRBP Framework," and discuss what defines a world-class HRBP today. You'll hear real-world stories of how organizations have restructured their HRBP model to meet modern business demands—and leave with actionable ideas to elevate your own HRBP function.

BROUGHT TO YOU BY CRENSHAW ASSOCIATES



MODERATOR

Kevin Cox
Former CHRO, General Electric
President, LKC Advisory LLC



Jennifer Christie
Chief People Officer
DocuSign



Anna Serafin
VP HR, Global Commercial
Business Partner
The Hershey Company



Christopher J. Collins
Professor of HR Studies,
Director of MILR Program
School of Industrial & Labor Relations
Cornell University

Thursday, March

05

3:00

3:00 p.m. – 4:00 p.m.
Salons III-IV

Caregiving as a Workforce Imperative: Closing the Awareness and Access Gap

Although 81% of employers say they offer caregiving support, 61% of employees don't know it exists—and caregiver stress continues to climb. This panel unpacks what effective caregiver support looks like in practice: financial wellness programs, communication strategies, and benefits designs that actually reach employees. Leave with a clearer understanding of both the opportunity and the organizational risks of inaction.

BROUGHT TO YOU BY MAVEN CLINIC



Diane Ty
Managing Director, Future of Aging
Milken Institute



Amanda Poole
Executive Vice President and
Chief People Officer
Bristol Myers Squibb



Karen Bennet
Executive Vice President and
Chief People Officer
Cox Enterprises

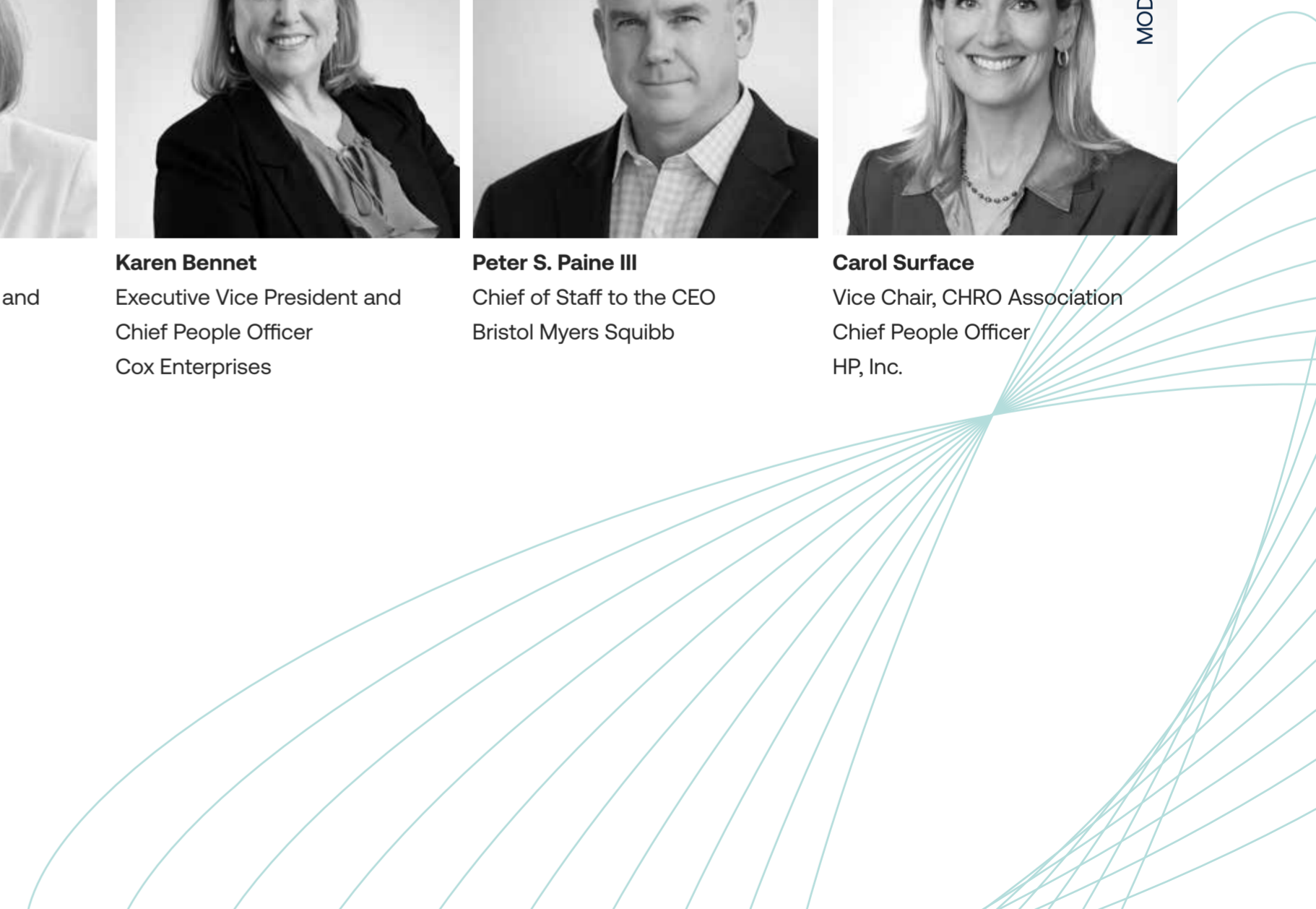


Peter S. Paine III
Chief of Staff to the CEO
Bristol Myers Squibb



Carol Surface
Vice Chair, CHRO Association
Chief People Officer
HP, Inc.

MODERATOR



Special thanks to the following partners for their support:

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Healthcare**

 **Visana**

 **CHRO**
SUMMIT 2026

A brilliant start to the event, thanks to Spencer Stuart — proud sponsor of our Wednesday evening fireworks! A leadership insight you can take with you, thanks to Sharecare — proud sponsor of Adm. Stavridis' books. Unlock the CHRO Summit with Challenger, Gray & Christmas, Inc. — proud sponsor of our hotel room keys. Stay refreshed and ready to connect, thanks to Visana Health — proud sponsor of our water bottles.

Thursday, March

05

6:00

6:00 p.m. – 7:00 p.m.
The Ritz-Carlton Foyer

Evening Reception

BROUGHT TO YOU BY ALIGHT



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Thursday, March

05

7:00

7:00p.m.
Salons III-IV

Summit Dinner & Entertainment

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

BROUGHT TO YOU BY SPENCER STUART

Afterward

Afterward
The Ritz-Carlton Foyer

The CHROs' Nest Lounge Reimagined!

Join fellow attendees for a special after-dinner reception featuring all new entertainment and activities!



BROUGHT TO YOU BY PWC



7:45

7:45a.m. - 8:45a.m.
Salons III - IV

Networking Breakfast

BROUGHT TO YOU BY CARVER EDISON

8:45

8:45 a.m. - 9:45 a.m.
Salons III-IV

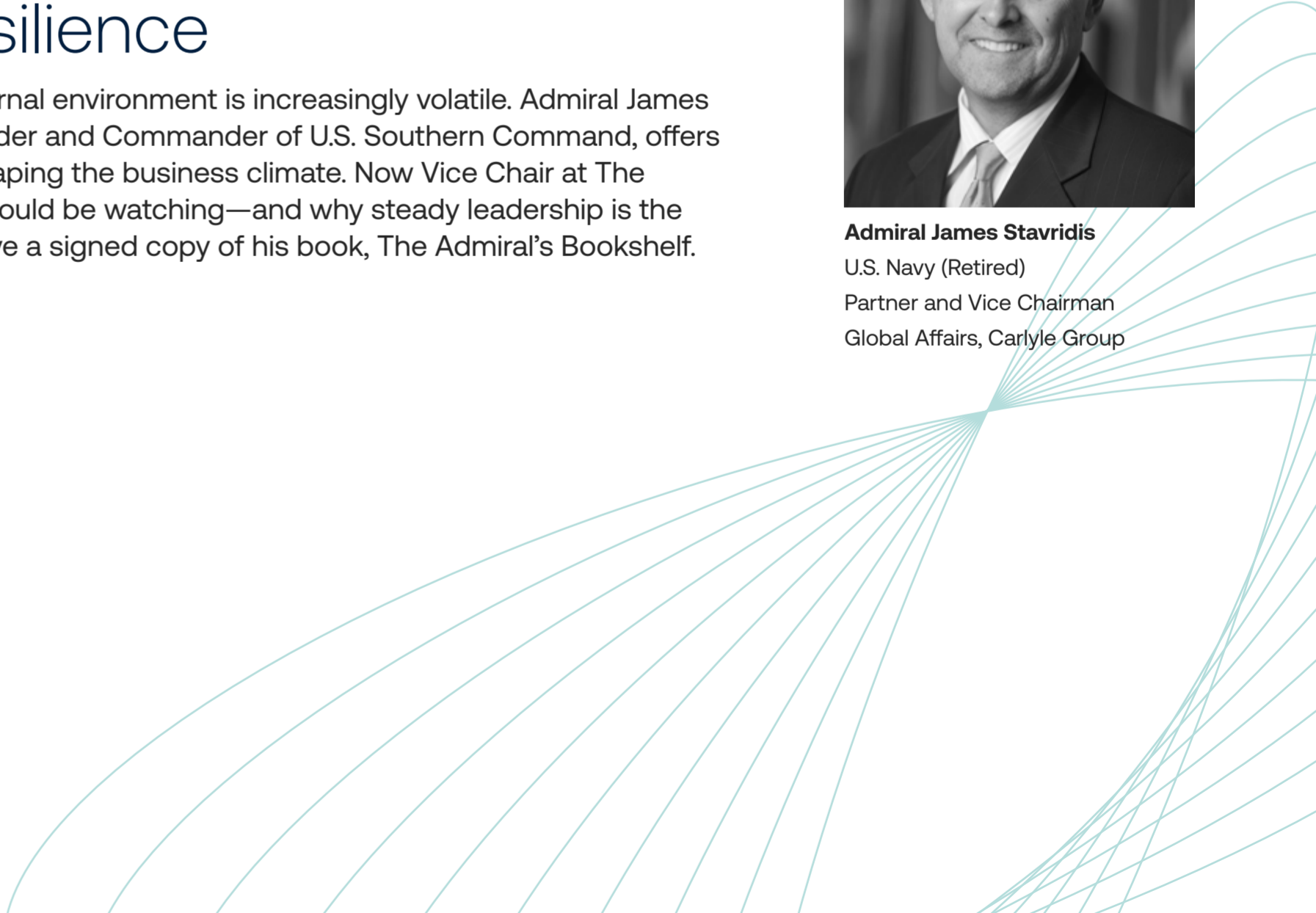
Leadership in a Restless World: Geopolitics, Governance, and Resilience

From cybersecurity to shifting alliances, the external environment is increasingly volatile. Admiral James Stavridis, former NATO Supreme Allied Commander and Commander of U.S. Southern Command, offers a strategic briefing on the geopolitical forces shaping the business climate. Now Vice Chair at The Carlyle Group, he shares exactly what CHROs should be watching—and why steady leadership is the ultimate risk mitigation tool. Attendees will receive a signed copy of his book, *The Admiral's Bookshelf*.

BROUGHT TO YOU BY AMS



Admiral James Stavridis
U.S. Navy (Retired)
Partner and Vice Chairman
Global Affairs, Carlyle Group



9:45

9:45 a.m. – 10:00 a.m.

The Ritz-Carlton Foyer

Morning Break

Recharge with coffee and light refreshments in the foyer.

BROUGHT TO YOU BY CHALLENGER, GRAY & CHRISTMAS, INC.

10:00

10:00 a.m. – 10:50 a.m.

Salons III - IV

From Policy to Practice: Navigating Workforce Priorities Under the Trump Administration

CHROs and General Counsels face shared responsibility for navigating today’s evolving enforcement environment. Join the Association’s experts for an interactive conversation on how employers are aligning legal, HR, and compliance strategies across DEI, immigration, AI, and employee benefits issues. This session will highlight where exposure is emerging on the federal and state levels, how leading companies are coordinating internally to manage risk, and practical steps for maintaining compliance while supporting business and talent strategies.



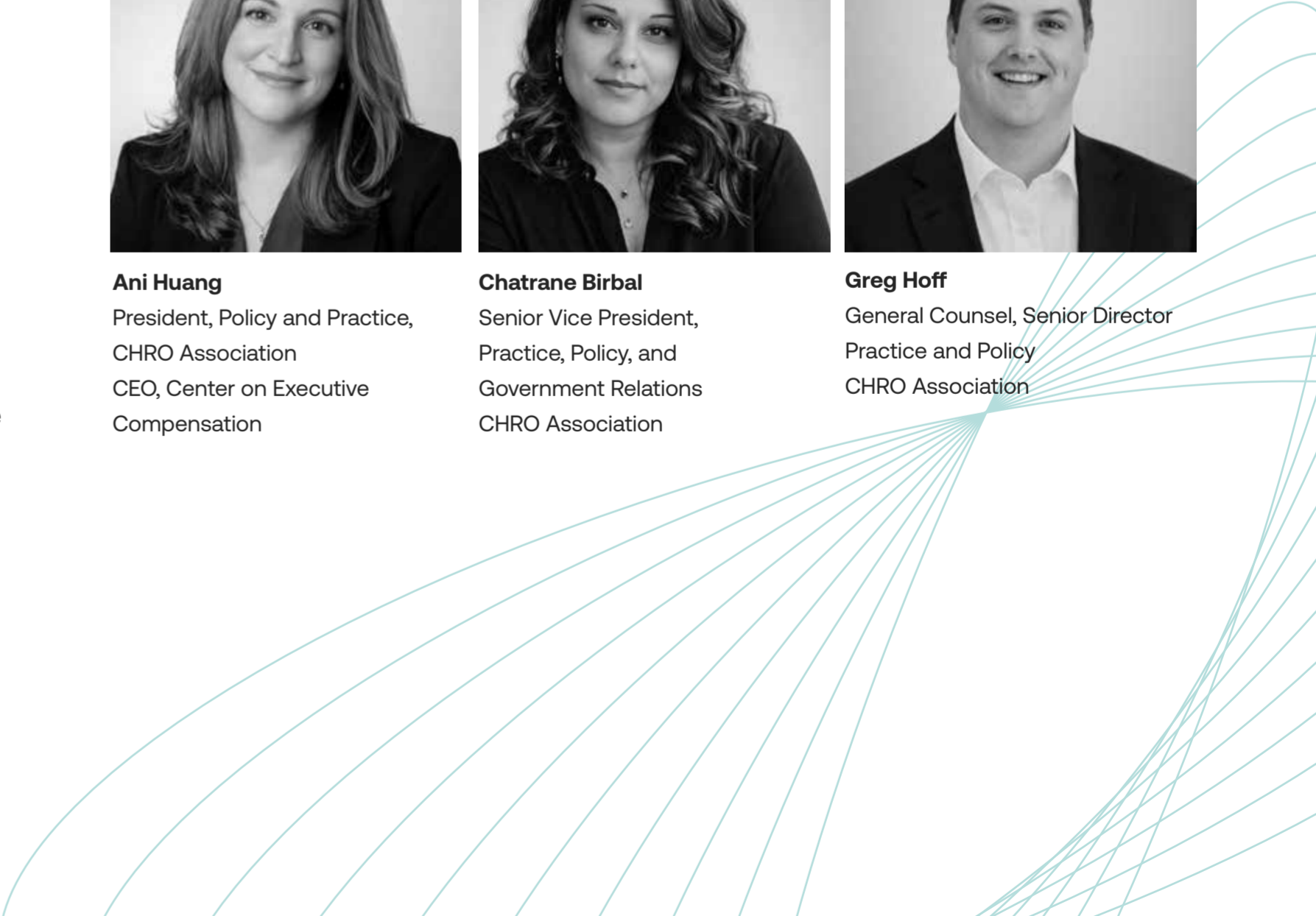
Ani Huang
President, Policy and Practice,
CHRO Association
CEO, Center on Executive
Compensation



Chatrane Birbal
Senior Vice President,
Practice, Policy, and
Government Relations
CHRO Association



Greg Hoff
General Counsel, Senior Director
Practice and Policy
CHRO Association



10:55

10:55 a.m. – 11:50 a.m.

Salons III - IV

What “Human Thriving” Means in the Workplace

Employees are carrying more than work. Many are navigating loneliness, constant news, social divisiveness, climate-related disruption, and anxiety about how AI will change jobs and identity. With external instability draining workforce resilience, CHROs must move beyond traditional wellness to a holistic strategy of "Human Thriving" and human-centered leadership. Panelists will share how intentional work design and leadership habits can sustain energy, purpose, and connection to reduce depletion while maintaining high performance.



Hoda Kotb
Founder Joy 101
Former Host of Today Show



Monique Herena
Vice Chair, CHRO Association
Chief Colleague
Experience Officer,
American Express Company



Nickle LaMoreaux
Vice Chair, CHRO Association
Senior Vice President and
Chief Human Resources Officer,
IBM

11:50

11:50 a.m. – 12:00 p.m.

Salons III - IV

Closing Remarks



Timothy J. Bartl
Chief Executive Officer
CHRO Association



Timothy J. Richmond
Chair, CHRO Association
Former EVP, CHRO, AbbVie



