

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

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 HRPAs 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

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



Timothy J. Richmond
Chair, HR Policy Association

Executive Vice President, Chief Human Resources Officer
AbbVie

Reports of the Membership and Nominating Committees

THE KEYS TO LEADERSHIP SUCCESS WITH TED DECKER

8:20 – 9:20 AM

Ted Decker, CEO of The Home Depot, explores the critical partnership between the CEO and CHRO in this candid fireside chat.

Gain unique insights into the powerful partnership between the CEO and CHRO with Ted Decker, President and CEO of The Home Depot, and Executive Vice President, Human Resources, Tim Hourigan. This intimate conversation, which will address the roles organizational purpose and values, talent, and technology have played in the company's ongoing evolution, 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 CHRO'S ROLE AS ENABLER OF ORGANIZATIONAL CHANGE

9:40 – 10:55 AM

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.

TRANSFORMATION STRATEGY SESSIONS

11:10 AM and 1:10 PM

Choose two of four targeted one-hour 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.

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SESSION I: Creating a Transformation Culture Within HR

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.

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SESSION II: Learning as a Catalyst for Change

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.

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SESSION III: Leveraging Technology to Drive Company & HR Strategy

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.

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SESSION IV: The Power of Talent in Transformation

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.

LUNCHEON

12:10 – 1:10 PM

TRANSFORMATION STRATEGY SESSIONS, CONTINUED

1:10 – 2:10 PM

Choose a second, after-lunch breakout session from the options on the previous page. Continue your deep dive into the insights, tools, and strategies necessary for driving successful transformation in your organization.



AFTERNOON BREAK

2:10 – 2:25 PM

A special thank you to our Platinum sponsor:

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THE ASSAULT ON DEI: HOW CHROS CAN LEAD THROUGH CONTROVERSY

2:25 – 3:45 PM

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.



GALA RECEPTION

6:00 – 7:00 PM



GALA DINNER

7:00 PM

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

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

HRPA'S TRANSFORMATION STRATEGY: PURPOSE AND REBRANDING (PLATED BREAKFAST EVENT)

8:15 – 9:00 AM

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

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



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



Timothy J. Bartl
President and CEO
HR Policy Association



THE POWER OF HUMAN CONNECTION IN LEADERSHIP WITH DAVID BROOKS

9:05 – 9:45 AM

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



BREAK

9:45 – 10:00 AM

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

10:00 – 11:00 AM

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.

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

11:00 – 11:55 AM

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

Our discussion will delve into challenges posed by these changes, as well as the impact on economic and national security issues, labor relations, including through trade deals, and the dynamics between regionalism and globalism. Gain key insights on how your company can navigate these new trade policies and tariffs effectively to manage workforce and talent around the world.

CLOSING REMARKS

11:55 AM – 12:00 PM

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.

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