**SHRM Board of Directors Meeting Summary: September 21, 2024**

A meeting of the Board of Directors of the Society for Human Resource Management (SHRM) was held on Friday, September 21, 2024, in Atlanta, GA.

At its meeting the Board:

* Met in Executive Session, where SHRM President and CEO, Johnny C. Taylor, Jr., presented the CEO Briefing.
* Approved the nominees to the SHRM Foundation Board of Directors.
* Received a report from the Chair of the SHRM Board Audit Committee on the business conducted at the September 20, 2024, meeting of the Committee. At that meeting, the Committee: (a) reviewed and approved the minutes of the May 30, 2024, meeting of the Committee; (b) discussed the investment portfolio; (c) reviewed the 2024 financials; (e) Corporate Secretary, Emily Dickens provided a litigation update. Membership pricing was also reviewed and discussed.
* Received a report from the Chair of the SHRM Board Compensation/Organization Committee on the business conducted at the September 20, 2024, meeting of the Committee. At that meeting, the Committee (a) approved the June 3, 2024 committee minutes; (b) reviewed the Compensation & Organization Committee planning timeline and charter; (c) approved the Annual Incentive Plan; (d) discussed a proposal for succession planning and talent management; and (e) discussed compensation committee self-assessment; (f) discussed the 401(k) and Pension Plan audit review; (g) reviewed Q4 2024 meeting agenda.
* SHRM Chief Human Resources Officer, Jim Link provided a presentation on the organization’s succession plan.
* Received a report from the Chair of the SHRM Board Governance Committee on the business conducted at the September 4, 2024, meeting of the Committee. At that meeting, the Committee: (a) approved the minutes of the June 3, 2024 Committee meeting: (b) approved minutes of the August 2, 2024 Committee meeting; (c) discussed the third quarter board development session (d) reviewed the board of directors election timing; (e) reviewed board member certification & membership status; (f) approved motions to nominate SHRM Foundation board member; (g) discussed directors’ change of circumstance (h) discussed new board member orientation; (i) reviewed the Q4 2024 meeting agenda.
* Andy Biladeau, SHRM’s Chief Transformation Officer, provided an update. He reflected on the second quarter board discussion which addressed macro trends driving the formulation of SHRM’s strategy, including rapid business transformation, global skill shortages, geopolitical unrest, and technological advancements. In the fourth quarter, the management team will focus on delivering ongoing initiatives, launching the digital transformation program, and building data-driven decision-making capabilities.
* Tamla Oates-Forney, CEO of Linkage, provided an update on the strategic direction of the organization. A methodical transition plan will be implemented throughout the fourth quarter to ensure the team strategy, structure, and accountability for Linkage 3.0 are in place by year-end, with an official launch expected in January 2025.
* The Board and Management participated in a Board Development Session facilitated by Board Director, Nilanjan Adhya.

After meeting in Executive Session, the meeting concluded.