

ORC Networks: Building communities of thought leaders



ORC Networks give you a *true community of peers* – executives and professionals in your field, at your level, who understand your challenges and are committed to sharing solutions, learning and innovating with you. ORC Networks activate the power of knowledge through collaboration.

ORC Networks are *confidential*. All discussions are “kept in the room,” so you can build strong relationships in a safe setting. Agendas bring you up-to-date information and trailblazing strategies from your peers, our experts and leaders in industry, government, NGOs and academia.

Membership is *all inclusive*; it entitles you to attend all events – meetings, webinars and conference calls – and even request ones on topics of specific interest to you. You can poll fellow members about strategies and practices, read summaries of the latest research and literature, get recommendations for service providers from your peers, and access many valuable tools and resources free of charge.

ORC Networks offer communities in each of these key areas:

- HR management and leadership
- Compensation
- Health, safety and environmental
- Labor relations
- Global equality, diversity and inclusion

Senior HR leader networks

- **Senior HR Officers' Network** – for the highest-level HR executives of major, innovative companies
- **HR Leaders' Network** – for HR leaders of a corporate division or strategic operating unit, or other senior HR leaders one or two positions removed from the chief HR officer
- **Global Talent Management Network** – for talent management leaders in large multinational companies who work with their CEOs and senior management teams to set and execute global talent strategy

Specialized HR leader networks

- **HR Technology Solutions** – for directors and vice presidents of HR technology and operations, business systems or administrative services
- **HR in Research and Development Network** – for HR leaders partnering with the research, engineering or product/process development function in large companies and government laboratories

Global labor and employee relations networks

- **US Labor and Employee Relations Network (US LERN)** – the preeminent executive peer group for top labor and employee relations professionals in major US companies
- **European Labour and Employee Relations Network** – for senior-level HR, labor and employee relations professionals in major companies operating in Europe
- **Canada Labour and Employee Relations Network** – for senior-level labor and employee relations professionals in major companies operating in Canada
- **The Council on Labor Law Equality (COLLE)** – a network of labor-relations and legal professionals dedicated to maintaining a national labor relations policy that is fair and balanced

Global equality, diversity and inclusion networks

- **Global Diversity Forum** – for diversity leaders in global organizations committed to equality, inclusion and development of a multicultural, international talent base
- **Vanguard Network** – for senior diversity and HR professionals in leading UK private-sector organizations with well-established programs in the field
- **Breakthrough Diversity Network** – for senior equality and diversity professionals addressing the equality and employment agenda in UK public-sector organizations
- **Workforce Opportunity Network** – for US senior leaders of diversity initiatives or EEO/AA compliance programs, or both, at major corporations
- **Employment Law and Litigation Group** – for senior in-house counsel specializing in labor and employment law at major corporations
- **Global Workplace Compliance Network (GWCN)** – a unique source of information and networking for US-based in-house attorneys and other senior workplace compliance professionals that puts members in contact with experts from around the globe

HSE networks

- **Occupational Safety and Health Group** – for senior safety and health managers in major corporations operating in the United States
- **Western Occupational Safety and Health Group** – for safety and health managers in major organizations operating in the western United States
- **Corporate Environmental Forum** – for senior managers responsible for environmental management and compliance in major corporations
- **Executive Business Issues Forum** – for executives or directors with overall authority for HSE operations at major corporations
- **Occupational Safety and Health Lawyers Group** – for in-house attorneys concerned with the legal aspects of occupational safety and health policy in major corporations
- **Corporate Health Directors Network** – for corporate medical directors or those with similar responsibilities at major companies
- **Global Safety and Health Forum** – for senior US-based managers responsible for developing and implementing global safety and health policies at major corporations
- **European Union Health, Safety and Environmental Forum** – for managers responsible for HSE issues at organizations based or operating in the European Union
- **Asia Pacific Health, Safety and Environmental Forum** – for managers responsible for HSE issues at organizations based or operating in the Asia Pacific region

Compensation networks

- **Executive Compensation Forum** – for executives who advise senior leaders on executive compensation strategy and lead program design at major multinational companies
- **International Management and Remuneration Group** – for the most senior compensation representatives at major European and North American companies
- **Pharmaceutical Patents Plus (P3) Network** – dedicated to compensation and HR professionals at generic and generic/brand pharmaceutical companies



For more information:

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More than 75 years ago ... Today ...

John D. Rockefeller, Jr., responding to the infamous Ludlow Massacre of striking miners, established a staff of industrial relations specialists to help advise him on new ways to manage his labor force. This staff pioneered some of the most enlightened management practices of the early 20th century and was soon expanded into Industrial Relations Counselors (IRC), a nonprofit, applied-research organization, dedicated to serving clients by advancing the art, knowledge and practice of organizational and human relationships at work. Today, as throughout their history, ORC Networks are helping leaders make their organizations better: safer, more productive and more engaging places to work.

ORC Networks continue to nurture communities of thought leaders as part of Mercer's Washington Resource Group.

Networks span geographies and industries, providing a forum for clients to share experiences, leverage best practices and apply accurate, relevant information in effectively addressing organizational concerns.

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