BUILT FOR ACTION

A small group of Baltimore HR executives, figuring out AI — and what employers can do together.

AI is changing work faster than any one employer can fully understand or navigate.

Normally, employers figure it out separately. Baltimore asks: what happens if a city doesn't?

89%

of organizations already use AI in at least one business function. Most are still early.

MCKINSEY, STATE OF AI, 2026

Zero.

A MODEL WE HAVEN'T FOUND ELSEWHERE

We haven't found another U.S. city where an HR-executive-led group is working on both AI inside organizations and AI readiness across the city's workforce. Baltimore has an opportunity to build that model.

01

Learn.

Each session brings in people at the leading edge — researchers, educators, technologists and practitioners — so the room sees what is next.

BRING IT IN. →

02

Work together.

HR executives from major Baltimore employers and institutions make sense of it together — for their people and the city.

MAKE SENSE OF IT. →

03

Commit.

Shared commitments that create value for participating organizations, their people and Baltimore — decided in the room, so action starts right away.

DECIDE IT. MOVE ON IT. →

04

Share.

What we learn gets shared. Participating organizations and HR executives can be recognized among the first to move — and others learn from what worked.

LET OTHERS LEARN. →

There is no cost.

There is no cost to participate. No dues. No vendor pitches or selling from the front of the room. Built by HR executives, with research and community partners contributing time, expertise, and resources.

BEGINNING LATE JANUARY 2027

- *A small room of 15–20 CHROs and senior HR executives, where everyone connects.*
- Three focused sessions in 2027, beginning in late January, inside Baltimore-area workplaces. Content and design are shaped with the partners below.
- Each member can opt into the work that matters most — podcasts, studies, teaching and education programming.

THE QUESTION UNDERNEATH

Who are we choosing to be as leaders in this moment?

Not spectators.

Leaders willing to understand the change, challenge assumptions, protect what should stay human, redesign what should change, and create opportunity through the transition.

START THE CONVERSATION

baltimorehrcollaborative.org

BY INVITATION

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FOUNDING PROGRAM DESIGN PARTNERS	HumanSide • Performance of a Lifetime
DESIGN AND DELIVERY PARTNERS (CURRENT)	Blanchard • Broadheights • Genpact • Gordon Rees Scully Mansukhani • MatterMore AI • The Modern • Morgan State University CEAMLS • University of Maryland Smith School of Business • Wiley
SUPPORT AND THOUGHT PARTNERS (CURRENT)	Business Volunteers Maryland • Center for Digital Equity • Courageous Leadership Alliance • Cristo Rey Jesuit High School • Dean Mariaca + Christian Naes / Lockton • Greater Baltimore Committee • Greater Baltimore Urban League • Humxn Loop Consulting • Jabbar HR Solutions • Mayor's Office of Employment Development • The Next Right Move • Pass It On, Inc. • Per Scholas • Radial • TCP Youth Empowerment • Urban Alliance Baltimore