

**Call for Presentations**Skagit Island Human Resource Management Association

2016 Meetings and Workshops

SIHRMA is currently accepting proposals for their upcoming program year. SIHRMA does a variety of programming including one hour breakfast meetings and a fall workshop that lasts either a half day or a full day depending on the topic. Monthly meetings are held on the second Thursday of the month and start at 7:15 a.m. We start with breakfast and then at approximately 7:45 a.m. we begin the program. As a speaker, you are introduced at 8:00 and have until just a few minutes before 9:00 for your presentation and questions.

Monthly meetings are held January through June, we take a break for July and August, and then meet September through December. In October, we host our fall workshop and in December we host a holiday party

We invite you to submit a proposal to share your experience and expertise with your colleagues in human resource management. Others will benefit from your experience while you make a valuable contribution to the profession's field of knowledge.

**Presentations must be submitted no later than December 31, 2018.**

**PROPOSAL REVIEW**- All proposals will be reviewed by the Program Director. Final selections will be made by the SIHRMA Board. We have a strong preference for single speaker presentations. Co-presentations or panels are discouraged.

**A NOTE CONCERNING HONORARIA** - SIHRMA has a tradition of using educational conference sessions as a platform for innovation in the field of human resource management. We look for contributors who are willing to share their expertise without expectation of payment in the spirit of networking, a purpose for which the Association was founded.

**We expect presenters to:**

* meet all deadlines;
* retain the session content, audio/visual needs as originally submitted;
* not add a co-presenter or change the identity or number of presenters without permission from SIHRMA;
* provide high-quality handouts by the date and in the format requested;
* honor SIHRMA’s commitment to provide education by **not showcasing or promoting the speaker’s practice, services or products**
* respect SIHRMA as the sponsoring organization with either positive or neutral comments from the platform; and

**In return, SIHRMA will:**

* Provide a complimentary registration for the meeting/conference and the social events surrounding the meeting.
* Grant you valuable professional exposure and networking.
* Post your contact information on our website for one year

**Suggested Topics:**

**Labor relations, collective bargaining, and union representation.**

**Other ideas that you could build your presentation around include:**

|  |
| --- |
| ADA Compliance  |
| Affect of Supreme Court Laws on the Workplace  |
| Affirmative Action Compliance  |
| Alternative Dispute Resolution  |
| Avoiding Personal Liability  |
| Background Checks/Investigations  |
| Best Practices in HR  |
| Branding  |
| Business Literacy  |
| Change Management  |
| Changing Labor Pool Demographics  |
| Civil Rights Compliance  |
| Collective Bargaining Strategies |
| Communication Strategies  |
| Compensation Philosophy and Pay Policies  |
| Conflict Resolution  |
| Direct Pay Systems  |
| Disaster Preparedness & Recovery  |
| Diversity  |
| EEOC Compliance  |
| Electronic Recruiting/Web-Based Recruiting  |
| Emerging Issues/Trends in HR  |
| Emerging Issues/Trends in Technology  |
| Emerging Leadership Theory & Application  |
| Emerging Management Practices  |
| Employee Benefits  |
| Employee Handbooks  |
| Employee Relations  |
| Employer of Choice  |
| Employment Laws  |
| Ethics  |
| Executive Compensation  |
| Family-Friendly Initiatives  |
| Financial Management  |
| Flexible Work Policies and Practices  |
| FLSA Compliance / Wage & Hour Issues  |
| FMLA Compliance  |
| Global HR Strategy  |
| Health Care Costs - How to Control  |
| Health, Safety & Security  |
| HR as a Business Partner  |
| HR Competencies  |
| HR's Return on Investment  |
| Human Capital Asset Management  |
| Identity theft - how to protect employees  |
| Incentive Compensation Systems  |
| Labor Relations  |
| Leadership Skills  |
| Managing a Virtual Workforce  |
| Measuring Team Performance  |
| Mentoring  |
| Mergers and Acquisitions  |
| Metrics and Measurement of HR  |
| Military Leaves of Absence  |
| Model Contract Language |
| Negligent Hiring  |
| Negotiation Skills  |
| Non-financial Reward Systems  |
| Organizational Development  |
| Other Regulatory Compliance Issues  |
| Outsourcing Basics  |
| Outsourcing Strategy  |
| Performance Management  |
| Pre-employment Testing  |
| Privacy Issues  |
| Productivity/Workflow Issues  |
| Project Management  |
| Recruiting for the Workforce of the Future  |
| Recruiting Fundamentals  |
| Recruiting Strategies  |
| Re-engineering HR for Competitive Advantage  |
| Reference Checking  |
| Researching and Reporting HR Data  |
| Resume Fraud and/or Fraudulent Misrepresentation  |
| Retention Strategies  |
| Retirement - Compliance Issues  |
| Selection Interviewing  |
| Sexual Harassment  |
| Staffing Strategies  |
| Strategic Management Issues  |
| Strategies for Employing Older Workers  |
| Succession Planning  |
| Technology - HRIS  |
| Technology & HR  |
| Technology- Social Media |
| Total Compensation  |
| Training - ROI  |
| Training and Development - Best Practices  |
| Unfair Labor Practice ResponsesUnion Formation- Understanding the ProcessWellness Programs - Best Practices  |
| Work Life Balance  |
| Workers' Compensation  |
| Workforce Reductions  |
| Workplace Violence  |
| Wrongful Termination/Discharge  |

**Practical Application** - Sessions conducted by practitioners that include practical, immediately applicable work tools, will be given preference. SIHRMA seeks presentations that will provide our attendees with information that will improve their effectiveness on the job.

**Proven Speaking Ability** - SIHRMA seeks experienced presenters with proven speaking ability. Those with a track record of speaking to professional organizations will be given preference.

### **Instructions for Submitting a Presentation Proposal**

* Complete the following Call for Presentation form with all the information requested.
* Review for completeness and accuracy.
* Include proof of performance. If you have not presented to SIHRMA in the past, please provide us with proof of performance such as video recordings and/or evaluation summaries from a program you presented.

Once you submit the proposal, you will receive a confirmation with details regarding where to mail proof of performance as applicable.

**INSTRUCTIONS FOR SUBMITTING A PROPOSAL**

**(TAB through this document to fill out the required boxes)**

The following information **must be** completed in order to be considered as a speaker. Submit your name as you wish to see it published. Please include your professional designation (Ph.D., MBA, SPHR, PHR, etc.), after your last name.

**ABOUT THE PRESENTER(S)**

Please list your name, job title, company and address below:

[ ]  PHR [ ]  SPHR [ ]  Ph.D. [ ]  Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| Name:  |       |
| Job Title: |       |
| Company: |       |
| Address: |       |
| City, State, Zip:  |                   |
| Phone Number: |       |
| Fax Number: |       |
| E-mail Address:  |       |

Biographical sketch:

What other SHRM events have you previously spoken at?

Where have you spoken in the last year?

**Will you have a co-presenter?** **[ ]  Yes** **[ ]  No**

**If yes, please complete the section below.** All fields must be completed in order to be considered.

|  |  |
| --- | --- |
| Name:  |       |
| Job Title: |       |
| Company: |       |
| Address: |       |
| City, State, Zip:  |                   |
| Phone Number: |       |
| Fax Number: |       |
| E-mail Address:  |       |

Biographical sketch:

**ABOUT THE PRESENTATION**

My presentation is related to the following HR functional area:

[ ]  Employee & Labor Relations [ ]  HR Information Systems

[ ]  Compensation [ ]  Benefits

[ ]  Employment Law & Practices [ ]  Training & Development

[ ]  Environmental Health, Safety, & Security [ ]  HR Leadership/Mgt Practices

[ ]  Professional/Self Development [ ]  Other:

**TITLE OF SESSION:**

**SUMMARY OF SESSION:** In 75 words or less, provide a summary of the content**. If you are selected to present, the description submitted below will be used in promotional flyers and on the SIHRMA website.** Please Note: SIHRMA may change and/or reduce your title/description for program clarity.

**Provide a *one sentence* primary learning objective of your presentation.** Please do not give bullet points, multiple objectives joined by semi-colons, or several sentences. Here is an example: *This session will help you prepare for changes in the workplace by examining and discussing emerging issues in HR and their affect on day-to-day HR responsibilities.*

**Type of Presentation:**

Is this proposal for a 1 hour briefing? [ ]  Yes [ ]  No

Is this proposal for a half day seminar? [ ]  Yes [ ]  No

**RECERTIFICATION CREDIT**

Many of our members are certified as PHRs, SPHRs and/or GPHRs. As a result, they attend concurrent sessions to get credit for recertification. Having this distinction will in all likelihood impact attendance at your session. If you are accepted, your session will be submitted to HRCI in order to determine eligibility for recertification credit. In order to determine eligibility, ***please list the three main learning objectives*** someone would walk away with as a result of attending your session.

1.

2.

3.

**Agreement and Release**

By submitting this proposal I UNDERSTAND THAT I WILL NOT RECEIVE AN HONORARIUM; if I have a co-presenter, he or she will not receive an honorarium and will not have his or her expenses reimbursed.

If selected, I agree to adhere to the deadline schedule furnished SIHRMA.

I understand that my conference presentation is not a showcase for promotion of my business, practice or product, and I will not sell my products or services from the SIHRMA speaker platform.

I also understand that I will be notified about the status of my proposal from SIHRMA directly.

[ ]  I have read the above Agreement and Release and agree to the terms.

|  |  |  |  |
| --- | --- | --- | --- |
| **Name:** |  | **Date of Submission**: |       |

**PLEASE KEEP A COPY OF THIS PROPOSAL FOR YOUR RECORDS.**

Please email completed submissions to Ryan Burns at:

Ryan\_nelia@msn.com

***Thank you for your interest in SIHRMA. We look forward to hearing from you.***