

SESSION INFORMATION

Give serious thought to your session topic, title, session description and session introduction. If you are selected as a speaker, this information will be used for conference brochures and may not be changed later.

The conference education programs will be based upon the framework of the HR Certification Institute's body of knowledge, **the SHRM Body of Competency and Knowledge (SHRM BoCK)** and reflect major trends shaping the workplace. All topics will be considered.

Sessions that meet the Human Resource Certification Institute's **and the SHRM Body of Competency and Knowledge** criteria for certification are given priority. Click here to review HR Certification Institute's to review specific details on Human Resource Certification Institute's body of knowledge **and here to review SHRM Body of Competency and Knowledge (SHRM BoCK)**.

HR Certification Institute	SHRM
<p>COMPLIANCE: Sessions will focus on Federal, state, and local workplace health, safety, security, and privacy and immigrations laws and regulations.</p>	<p>LEADERSHIP & NAVIGATION: Sessions will focus on the ability to direct and contribute to initiatives and processes within the organization. These may include exhibiting behaviors consistent with and conforming to organizational culture, obtain buy-in from relevant stakeholders, serve as transformational leaders to implement change, and lead the organization in the face of adversity.</p>
<p>BUSINESS MANAGEMENT & STRATEGY: Sessions focus on nontraditional HR roles which relate to aligning human resource activities with the business plan/operations. These may include the strategic planning process, assessing the internal environment, scanning the external environment, evaluating HR's strategic contributions, ethical issues affecting organizations, and HR and the legislative and regulatory environment.</p>	<p>ETHICAL PRACTICE: Sessions will focus on the ability to integrate core values, integrity, and accountability throughout all organizational and business practices. These may include creating ethical HR systems or reinforcing an organization's ethical climate, implementing a strong ethical climate to protect an organization from adverse employee behavior, maintaining contemporary knowledge of ethics, laws, standards, legislation, and emerging trends that may affect organizational HR practice.</p>
<p>WORKFORCE PLANNING & EMPLOYMENT: Sessions will focus on human capital management activities. These may include key legislation affecting employee rights, privacy and consumer protection, EEO/Affirmative Action, gender discrimination and harassment, organizational staffing requirements, job analysis and documentation, recruitment, flexible staffing, selection and retention, organizational exit, and employee records management.</p>	<p>BUSINESS ACUMEN: Sessions will focus on the ability to understand and apply information with which to contribute to the organization's strategic plan. These may include carrying out HRM practices that support and are aligned with business strategies and goals, understanding business operations and core functions, developing HR business strategies to drive key business results, and understanding organizational metrics and their correlation to business success.</p>
<p>TRAINING & DEVELOPMENT: Sessions will focus on employee training and development. Examines key legislation, organizational development initiatives, adult learning and motivation, training and development, talent management, developing leaders, and performance management.</p>	<p>RELATIONSHIP MANAGEMENT: Sessions will focus on the ability to manage interactions to provide service and to support the organization. These may include establishing credibility in all interactions, building engaging relationships with all organizational stakeholders, designing strategies to ensure a strong customer service culture in the HR function, proactively</p>

	developing relationships with peers, clients, suppliers, board members, and senior leaders.
<p>COMPENSATION & BENEFITS: Sessions will focus on all related forms of employee compensation and benefits. Includes key compensation legislation, total rewards and the strategic focus of the organization, compensation structure/systems, introduction to benefit programs and key benefits legislation, government-mandated benefits, deferred compensation plans, healthcare benefits, other non-statutory benefits, compensation and benefits for international employees, and evaluating the total rewards system and communicating it to employees.</p>	<p>RELATIONSHIP MANAGEMENT: Sessions will focus on the ability to manage interactions to provide service and to support the organization. These may include establishing credibility in all interactions. Building engaging relationships with all organizational stakeholders through trust, teamwork, and direct communication. Designing strategies for improving performance metrics for relationship management, designing strategies to ensure a strong customer service culture in the HR function, proactively developing relationships with peers, clients, suppliers, board members, and senior leaders.</p>
<p>EMPLOYEE & LABOR RELATIONS: Sessions will focus on balancing employer and employee needs and rights in support of strategic goals and objectives. Covers laws affecting employee and labor relations, employee relations and organizational culture, employee involvement strategies, measuring employee attitudes, policies, procedures, and work rules, discipline and complaint resolution, labor relations legislation and union organizing, unfair labor practices, collective bargaining, and strikes and secondary boycotts.</p>	<p>CONSULTATION: Sessions will focus on the ability to provide guidance to organizational stakeholders. These may include the ability analyze business challenges, generate creative solutions, and provide accurate, timely guidance based on best practices, generating specific organizational interventions (e.g., change management, culture change, restructuring, training) to support organizational objectives, and developing consultative and coaching skills.</p>
<p>RISK MANAGEMENT: Sessions will focus on programs, plans and policies related to providing a safe and secure working environment. Examines organizational risk, key legislation, safety, health, security, and privacy.</p>	<p>CRITICAL EVALUATION: Sessions will focus on the ability to interpret information with which to make business decisions and recommendations. These may include assessing the impact on organizational HRM functions, changes in the law, analyzing information to identify evidence-based best practices, communicating the impact on organizational strategy of relevant and important findings from data analysis and using data and additional information to make effective decisions.</p>
	<p>GLOBAL & CULTURAL EFFECTIVENESS: Sessions will focus on the ability to value and consider the perspectives and backgrounds of all parties. These may include how to effectively and respectfully interact with colleagues, customers, and clients of varying backgrounds and cultures, taking the responsibility to ensure inclusion by teaching others about the differences and benefits that multiple cultures bring to the organization, conducting business with understanding and respect for the differences in rules, customs, laws, regulations, and business operations between one's own culture and all cultures, navigating the differences between commonly accepted practices and laws when conducting business in other nations.</p>

	<p>COMMUNICATION: Sessions will focus on the ability to effectively exchange information with stakeholders. These may include providing clear, concise information to others in verbal, written, electronic, and other communication formats for public and organizational consumption, providing constructive feedback effectively, communicating HR vision, practices, and policies to other stakeholders, articulating the alignment between organizational HR initiatives and organizational strategy.</p>
	<p>HR EXPERTISE (HR KNOWLEDGE): Sessions will focus on the knowledge of principles, practices, and functions of effective human resource management. These may include Talent Acquisition & Retention, Employee Engagement, Learning & Development, Total Rewards, HR in the Global Context, Diversity & Inclusion, Risk Management, Corporate Social Responsibility U.S. Employment Law & Regulations, Structure of the HR Function, Organizational Effectiveness & Development, Workforce Management, Employee Relations, Technology & Data and Business & HR Strategy.</p>