

HR COLORADO SHRM

2017 State Conference

Program Marketing Track Overviews

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Leadership Track

Content could be differentiated by audience, such as:

- ▶ Emerging & Rising Leaders
 - ▶ Geared towards newer or less experienced, or more seasoned leaders seeking a refresher.
- ▶ Experienced Leaders
 - ▶ Geared towards more experienced and more senior leaders.

Many topics could be covered in "Leadership." Ideas include:

Critical Thinking

Influence

Negotiation

Personal Branding

Team Dynamics

Your Leadership Legacy

Operational Leadership Topics, such as crisis management, strategic safety issues & timely, practical programs like handling "active shooter" situations.

Human Capital Dynamics Track

This broad track covers content such as organizational development, organizational behavior, team dynamics, motivation, & psychology:

- ▶ Organizational psychology
- ▶ Motivation
- ▶ Emotional intelligence
- ▶ Change management
- ▶ Neuroscience of leadership topics
- ▶ New & fresh engagement & culture content and/or delivery formats
- ▶ Knowledge workforce: Attracting, Motivating, Retaining, Protecting Intellectual Capital in “knowledge workforce” organizations

Target Audience nuances:

- ▶ Human Capital Strategy (HCS) topics for Experienced/Senior professionals
- ▶ Human Capital Strategy (HCS) 101 for Emerging Professionals and/or refresher for Experienced Professionals

Inclusive Organizations Track

This track addresses the tapestry of our workforce, organizations, and economy in this global and rapidly-changing world. Wide range of topics include diversity, workforce issues, the current political climate, immigration, etc.

Topics might include subjects like:

Pay equality

Cultural sensitivity

Connecting generations

Accommodating disabilities

Immigration-related issues

LGBTQ issues

Inclusive communication

Navigating conflict

Global workforce dynamics

Bullying in the Workplace

Target Audience nuances:

- ▶ GPHR (professionals with certification in global HR) could be especially interested in this track. This track is not exclusive to global organizations, however. Any professional interested in inclusiveness might seek this track.

Business Acumen Track

This track focuses on HR and related fields as a business. Our goal is to reinforce and enhance HR's role as a business leader. Topics might include:

Data Analytics

Life as a CEO

How HR Adds Value to the CEO, COO, CTO, CFO, etc.

“Turbo MBA” for HR

Sales and Influence for the HR Professional

Understanding Leading Economic Indicators

Finance for HR Professionals

Economics 101 for Business Leaders/HR

Business Leadership and HR Leadership: Lessons from the Field

Where's HR Headed? Future of HR

Colorado Economic Forecasts

The role of Economic Development groups & Chambers of Commerce in your community

Target Audience nuances:

- ▶ These topics lend easily to Experienced Professionals (strategy) and Emerging Professionals/Refreshers for Experienced folks (basics, “101” type content).

Legal Track

Potential Topics:

- ▶ Colorado legislative current topics
- ▶ EEOC trends in Colorado
- ▶ Affirmative action current topics, particularly trends in Colorado
- ▶ Federal healthcare changes, especially with interpretation as to impact in Colorado
- ▶ Bullying in the Workplace
- ▶ Protected Groups
- ▶ Using Contractors and Service Providers
- ▶ Legislative Advocacy

Target Audience nuances:

- ▶ Different industries will be attracted by different content.
- ▶ Presentations could be geared towards junior, senior or both audiences.

Wellness & Balance

The COSHRM Conference in Keystone is an EXTRAORDINARY location.

- ▶ While leaders encourage others to lead a healthy, balanced lifestyle, it is easy to take ourselves for granted.
- ▶ In 2017, the COSHRM Conference Team seeks to include break-out activities, such as “wellness breaks” for participants.

Additionally, we seek learning sessions that might include:

- ▶ Case studies for wellness initiatives
- ▶ Active learning sessions (ex: Leadership Lessons while hiking)
- ▶ Healthcare policy implications with the new administration
- ▶ Mental health in the workplace
- ▶ Mindfulness in the Workplace
- ▶ Practical tips & Practice for Wellness & Balance
- ▶ Work/Life Priorities

Questions?

- ▶ The **deadline** for RFP submissions is **January 22, 2017**.
- ▶ The Speakers Committee will make selections by March 22, 2017.
- ▶ Inquiries may also be addressed to COSHRM by contacting Sarah Martens, Meeting Expectations, at info@coshrm.org.
- ▶ The Team Leads for the Speakers Committee are Shelly Williams and Bonita Sonderby.
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- ▶ The Exhibitor and Sponsorship Committee Co-Lead is Randy Rush:
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