



Human Resource & Leadership Conference 2017

Leverage HR

OCTOBER 30 & 31, 2017

Speaker Proposal Guidelines

With over 1,300 members, CPHR Manitoba is a vibrant and growing not-for-profit with a mission of:
Advancing the human resource profession – Driving business excellence.

Established in 1942, CPHR Manitoba is a founding member of CPHR Canada (formerly known as the Canadian Council of Human Resources Associations) and the premiere representative and supporter of the Human Resource practitioners in Manitoba.

As more business leaders come to recognize that the way they engage people has everything to do with achieving their version of success, the Human Resource profession is becoming more valued and getting stronger, across Canada and around the world,

In Manitoba, CPHR Manitoba is positioned perfectly. We are proudly representing and reflecting the unique skills offered by over 1,300 members to the business community and the public, while working with members to continually enhance the skills and knowledge the profession has to offer.

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Conference Theme

The 2017 conference theme, 'Leverage HR' will bring leaders in Human Resources and Business together to leverage their strategic advantage. Business leaders are looking for strategic advantage and we know where real strategic advantage can be found – it's in the points where data meets experience, where technology touches motivation, where analytics enrich leadership.

Once again this year, we are reaching out to more business leaders in Manitoba, creating sessions and introducing topics that showcase how unstoppable the HR and Leadership combination can be.

Concurrent Session Experience & Expectations

CPHR Manitoba strives to provide premium, relevant sessions and our expectations for the concurrent sessions are high. The goal of the concurrent sessions is to create diverse participation opportunities for attendees at all levels. We encourage proposals to be proactive and innovative, while remaining respectful and positive. We expect that sessions will present useful and practical ideas, information and approaches, encourage attendees to generate their own ideas, questions and answers and stimulate conversation during the sessions and beyond the conference.

Sessions are to be 60 minutes in length. In recognition that our members are at different phases in their careers, we will be looking for, and offering, presentations that are intermediate, senior, executive and strategic in nature.

There are 9 functional dimensions recognized in Manitoba as part of the Human Resource profession. Listed below, these topics can assist in guiding your presentation development (you will be asked to indicate which dimension your session best fits into when completing your proposal):

- Strategy
- Professional practice
- Engagement
- Workforce planning and talent management
- Labour and employee relations
- Total rewards
- Learning and development
- Health, wellness and safe workplace
- Human resources metrics, reporting, and financial management

If you have solutions, experiences and stories to share with Manitoba's HR professionals consider becoming a presenter at the 2017 HR & Leadership Conference. We encourage both local presenters as well as those from beyond that will bring a new perspective to the conference.

New HR professionals will be searching for solutions, resources and connections and experienced professionals will be looking for practical tools to apply to their workplaces and build on their experience. We invite you to submit a proposal to deliver a concurrent session and to inspire and engage conference attendees with leading research, emerging trends, case studies, panel discussions and interactive experiences.

Specific topic areas of interest we are seeking include:

- Rethinking HR: The Future of Work and HR – rethink HR and its opportunity to impact business performance and growth
- The “HOW” of Spreading the “WHY”: effectively spreading vision throughout your organization
- How to get more impact from your learning & development program
- HR's role as a business partner
- Supporting the transfer of learning
- Transforming managers into leaders
- Medical Marijuana – what to expect and how to manage it in a safety-sensitive workplace
- Agile workforce – alternatives to full-time work and other flexible working conditions
- Religious/cultural accommodations in a workplace
- Applying neuroscience/behavioural science in change
- Employee experience – creating a workplace where employees want to show up, not need to show up
- The expectation gap – who we are, who others think we are... etc
- Coaching at the executive level to increase your influence
- Building a world-class HR brand: lessons from top HR organizations
- Evolving total rewards: find, keep and reward the talent you need
- Business acumen to build your credibility, career and company (seeing the big picture)

- Understanding metrics: how to connect HR's goals to business strategy
- Sales & marketing strategies for HR
- Accommodation – reducing bitterness from other employees when accommodations are made
- Episodic disabilities
- Deconstructing constructive dismissal
- Diversity and inclusion's cloak of invisibility
- Employee wellness reality check: Most of what you've been sold doesn't work, so what does?
- Things you need to know about going global and staying global
- Managing mental health claims and return to work
- Recruitment and on boarding – how to hire better and focus on hiring character not skill set. Skill can be taught!
- Why do so many good people leave great organizations?
- Succession planning in 21st century
- Transgender issues in the workplace: how to support staff as an HR leader
- Moneyball for HR

This list is not exhaustive. While the conference committee is seeking submissions related to the above listed topics, we are also interested in hearing your suggestions for content.

Bringing together HR professionals of every level, the 2017 HR & Leadership Conference is your opportunity to showcase your commitment to the Human Resources profession, to significantly increase your visibility to this key group of professionals, and to network and engage those who make a difference every day.

Concurrent Session Proposal Guidelines

If you are considering submitting a proposal to present, please review the following guidelines:

Session Impact

Sessions should highlight models and strategies that attendees can apply in their organizations. Selected presenters will share their knowledge and experience in high impact and creative professional development sessions; showcase examples of innovative practices; and address the changing demographic realities facing organizations today.

We are particularly interested in proposals that engage conference attendees in unique ways beyond the standard presenter/PowerPoint or lecture model of delivery. We encourage you to be creative in conceiving the format of your session and to describe how you will energize and engage different types of learners in your session, building your proposal around the learner experience.

Presentation Materials

All selected concurrent session presenters must submit a digital copy of their presentation to CPHR Manitoba (.ppt file format) **BY September 27, 2017**. Presentations will be saved as .pdf documents and provided to delegates to download and print prior to the conference for ease in note taking during your session. Presentations will be pre-uploaded to CPHR Manitoba laptops for your presentation at the conference. Presenters may also opt to provide hard copies of their presentation and/or additional handouts to delegates during their session. **CPHR Manitoba does not provide printed materials** for participants but will provide electronic materials for pre-conference download. If speakers opt to bring printed handouts they must provide sufficient copies for all their session attendees. **CPHR Manitoba does not provide photocopying services at the conference.**

All presentation materials must be sent to CPHR Manitoba BY September 27, 2017 for review to ensure that the content reflects the selected proposals. **CPHR Manitoba will require final materials by October 6, 2017.**

Proof of Performance

It is desirable that all presenters have professional presentation experience and skills. Please ensure to include demonstrated proof of performance with your proposal. Acceptable forms include:

- Video recordings of the proposed presenter presenting a session to an audience;
- A summary of previous evaluations from a program the presenter has previously presented. The committee is looking to see the overall score of the session, not individual impressions;
- One of our CPHR Manitoba members have heard you speak and recommends you as a potential presenter

Proposal Review & Selection Process

Only complete proposals, including ALL the required components and submitted using the online application form, received by the deadline for submission will be considered. Preference may be given to proposals that utilize more interactive and unconventional delivery methods/technologies.

All Proposals Will Be Scored on the Following:

- Topic and content relevance to the HR profession. Clear demonstration of understanding of issues facing HR industry needs and interests;
- Connection to the theme;
- Identified relevance to the 9 Functional Areas;
- Learning objectives are measurable and achievable;
- Will sessions provide NEW information, knowledge, skills or a UNIQUE APPLICATION of known information, knowledge or skills?
- Description of the workplace applicability of the topic, including a possible showcase/case study of innovative practice

Speaker Guidelines & Expectations

There is no fee payable by CPHR Manitoba for this engagement. Speakers attending the conference from outside Manitoba may receive remuneration for travel expenses. These applications will be considered on a case-by-case basis. The CPHR Manitoba Conference is a non-commercial forum. Under no circumstances may a presenter promote a product, service or anything else representing monetary self-interest during a concurrent session. As with all of CPHR Manitoba's professional development sessions, should the "selling" of services take place (outside the brief mention of the company you represent during your introduction and offer of business cards at the end of the session), CPHR Manitoba will not work with you in the future nor recommend you. As thanks for presenting at the HR and Leadership Conference 2017, CPHR Manitoba will make a charitable donation on behalf of all concurrent session speakers. You will be asked to choose a charitable organization for the donation upon completing the online Call for Presenters application.

Speaker Benefits

CPHR Manitoba is confident that presenting a conference breakout/concurrent session serves as a platform for exposure to a wide group of HR practitioners. Successful presentations are those based upon a relevant topic, concept or idea (not products, services or proprietary information). All proposals will be reviewed for educational value, not production promotion. CPHR Manitoba seeks contributors who are willing to share their expertise without expectation of payment and, in the spirit of networking, exchange information and share valuable experiences. In addition to the exposure to an experienced and influential group of HR and business leaders, speakers:

- Build your reputation as a knowledgeable industry resource;
- Obtain valuable exposure to HR and business decision makers which may lead to recognition, contribute to credibility and future speaking engagements;
- Develop new contacts and business relationships;
- Receive one complimentary registration for the conference

How and When to Submit a Proposal

Please submit each session proposal separately using the online application form. The online survey can be found at <https://www.surveymonkey.com/r/BLGMX6L> or by visiting www.cphrmb.ca. Submit all proposals by **February 24, 2017** via the online Survey Monkey link. The Conference Committee will not consider faxed or mailed submissions.

Important Information on Submitting Online Applications

- One of the following browsers must be used:
 - Chrome
 - Firefox 10.0 and later
 - Safari 5.0 and later
 - Internet Explorer 8.0 and later
- In order to add, change or return to your completed application, you must use the same computer
- The application accepts text only – you cannot use formatting such as bullets, bolding, underlining, etc.
- Be as specific as possible when answering the questions

If you have additional materials that you would like to submit with your proposal, please ensure they are in PDF, MS Word or PowerPoint format. These items can be emailed to lindsey@cphrmb.ca with the subject line “Presenter Proposal Materials”.

The Conference Committee will review all completed proposals and notify all presenters (both successful and otherwise) in **April 2017**.

For more details on the HR and Leadership Conference visit www.cphrmb.ca