



## Western Region IPMA-HR Annual Training Conference

April 30 – May 3, 2023

Salt Lake City, Utah

### CALL FOR SPEAKERS

#### **INTRODUCTION**

The Western Region of IPMA-HR holds an annual 3-day conference to promote sound practices of public sector human resources professionals throughout the western region of the United States. The Western Region's membership consists of many hundreds of HR professionals who are members in 15 chapters from federal, state and local governments. The Region is currently accepting proposals for the 2023 conference. The conference theme is: *Lifting Human Resources to New Heights*

#### **Chapters within the Western Region IPMA-HR include:**

Oregon	Southern Nevada	Colorado
Sacramento-Motherlode	North Bay	Southern Colorado
Idaho	Central California	Utah
Arizona – Grand Canyon	Channel Islands	Northern California
Southern California	San Diego	Inland Empire
	Washington	

#### **INVITATION**

Western Region IPMA-HR invites you to submit a proposal to share your innovative experience and expertise with your human resources colleagues. Others will benefit from your experience while you make a valuable contribution to the profession's field of knowledge. The conference will be held from 8:30 a.m. on Monday, May 1, 2023, until noon on Wednesday, May 3, 2023 at the Little America Hotel in Salt Lake City, UT.

#### **PROPOSAL SUBMISSION**

Western Region IPMA-HR seeks experienced presenters with proven speaking ability. Those with a track record of speaking and performing well at large conferences and events will be given preference. We strive to offer a balanced program of educational sessions by selecting proposals which best fit within the framework and theme of our program. We are seeking presentations that will provide our conference attendees with information that will improve their performance on the job. Sessions conducted by practitioners that include innovative, practical, immediately applicable work tools will also be given preference.

All proposals must be submitted online at the Western Region's website:

<http://wripma-hr.org/> by **Friday, December 2, 2022**

Final selections will be made by the Conference Program Committee.

#### **HONORARIA**

Western Region IPMA-HR has a tradition of using educational conference sessions as a platform for innovation in the field of public sector HR management. We are a non-profit organization, and we look for contributors who are willing to share their expertise with little or no honorarium in the spirit of networking and education, a purpose for which IPMA-HR was founded. Any honorarium or reimbursement of expenses will be negotiated with the Program Committee. Corporate sponsorships are welcomed and can be arranged for conference presenters.

## **EXPECTATIONS**

### **Western Region IPMA-HR expects all presenters to:**

- Meet all deadlines as required by the Program Committee.
- Present the session content as agreed upon.
- Not add a co-presenter or change the identity or number of presenters without the consent of the Program Committee.
- Provide high-quality handouts by the date and in the format requested; handouts should be forwarded in electronic format for inclusion on the conference website.
- Honor the Region's commitment to provide education by not showcasing or promoting the speaker's practice, services or products.
- Respect the Western Region IPMA-HR as the sponsoring organization with either positive or neutral comments from the platform; and
- If you are a public sector employee, please check with the ethics officer of your organization about any potential conflicts.

By submitting your proposal, you agree to adhere to the stipulations as stated in this Call for Speakers.

### **In return, Western Region IPMA-HR will:**

- Provide one complimentary registration to the conference for the day of your presentation and the conference food and beverages offered that day.
- Feature your presentation, your photo, and contact information on the conference website.
- Work with you to ensure you are given every opportunity to put your best foot forward in front of our conference attendees
- Assign a member of the Program Committee to personally assist you with any questions or concerns you may have.
- Grant you valuable professional exposure to public sector HR professionals from throughout the Western United States.
- Provide you with a list of conference attendees.

## **ABOUT THE PRESENTATION**

In your online submittal please provide the following information about your proposed presentation.

### **Title/Summary of Session:**

In 200 words or less, provide a summary of the content. If you are selected to present, the description submitted may be used in promotional flyers and on the Western Region IPMA-HR website (<http://wripma-hr.org/>). Please note: Western Region IPMA-HR reserves the right to revise your title/description for program clarity and/or to conform to the conference theme.

### **Primary Learning Objective:**

Please provide a one-sentence primary learning objective of your presentation. Do not use bullet points, multiple objectives joined by semi-colons, or several sentences. (EXAMPLE: This session will help participants prepare for changes in the workplace by examining and discussing emerging issues in HR and their effect on day-to-day HR responsibilities).

### **Types of Presentation:**

From the options below, please select at least one (1) description befitting the type of presentation you propose:

- 75 minute concurrent session
- 75 minute keynote session
- 60 minute concurrent session

### **PRESENTER**

#### **Photo**

Please attach a photo of the presenter(s). The inclusion of a headshot picture will be used for marketing material on the website and for the conference program. Receiving the headshot up-front will significantly reduce the time to organize the conference materials.

#### **Proof of past performance**

The Western Region IPMA-HR strives to offer a balanced program of educational sessions and experienced speakers at our conference. Proof of performance is strongly recommended. Acceptable forms of proof of performance are an online video of the presenter or evaluations from a program the speaker previously presented. Letters of recommendation, phone numbers, marketing brochures, books and articles DO NOT qualify as proof of performance.

#### **Theme and suggested Topics**

This year's conference theme is "**Lifting Human Resources to New Heights,**" meaning actions that elevate and sustain the purpose, passion, and abilities of all those within the human resources profession. Suggested program topics include, but are not limited to the the following:

#### **Organization Development**

- Leading transformative culture shifts
- Change Management
- Emotional Intelligence
- Importance of the Customer Experience when dealing with HR

#### **HR Professionals**

- Ways to enhance your professional potential
- Create your individual branding for success
- Tips for advancement
- Making the transition from HR to Administration

#### **Talent Management**

- Branding
- Outsourcing
- Hire based on soft skills
- Recruiting with social media
- Employing retirees
- Employment testing
- Hiring those with a criminal record
- Understanding USERRA obligations
- Leadership development
- How to compete with the private sector

### **Compensation/ Benefits**

- Pay for performance
- Comprehensive classification studies/audits
- Designing retirement incentives
- Reducing health benefits costs
- Wellness
- Public sector pension trends
- Health savings accounts vs. flex spending
- Working with a benefits broker
- Electronic health records
- FLSA regulations
- Preparing for the silver tsunami of retirement in your organization

### **HR Services**

- HR Metrics
- AI in HR
- Resiliency
- Disaster preparedness
- EAP programs
- Customer focused service ideas
- Bullying / Workplace violence
- Legal update (not only CA specific)

### **Leadership**

- Listen to employee needs
- Influence without authority
- Strategic HR planning
- Fostering innovation and risk taking
- Political savvy
- Creating and leading cultural change
- Employee engagement strategies
- Fostering an accountable culture top down and bottom up

### **HRIS/HCM**

- Vendor and software selection
- Mobile devices and HR
- Cloud computing

### **Performance Management**

- Real time performance reviews
- Online talent management
- Improving employee performance

**Ethics and Sustainability**

- Green jobs
- Volunteerism
- Ethical HR dilemmas and decision-making
- Incivility and how to stay customer focused

**Labor Relations**

- Meet and confer strategies
- Negotiation of labor contracts and language
- Calculating COLA, increased employee pension contributions, medical cost sharing, etc.

**Diversity**

- Gender identity bias
- The business case for diversity
- Unconscious bias

***Thank you and we look forward to seeing you in Salt Lake City!***