**Volusia/Flagler SHRM**

**Speaker Proposal Packet**

2019



volusiaflagler.shrm.org/

Thank you for your interest in being a presenter with Volusia/Flagler SHRM As a not-for-profit professional association, Volusia/Flagler SHRM offers members the opportunity to become leaders in their profession, leaders in their organization, and leaders in their community. One of the ways we achieve this goal is by offering quality professional development at our monthly Chapter meetings. This packet contains information to assist you in determining whether the service that you offer meets this goal. Enclosed you will find:

* Information on Volusia/Flagler SHRM
* Types of presentations accepted
* Meeting logistics
* Speaker logistics
* Required form(s) and additional information on our presentation certification requirements

Join us as we work to support the professional development of local professionals and the future of HR!

If you have any questions about becoming a speaker at an upcoming Volusia/Flagler SHRM monthly chapter meeting, please do not hesitate to contact me at 813.361.2247 | serena.fisher17@gmail.com.

Sincerely,

Serena Fisher

VP, Programs

Volusia/Flagler SHRM

813.361.2247

serena.fisher17@gmail.com

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**About Volusia/Flagler SHRM**

The Volusia/Flagler SHRM of the Society for Human Resource Management is a not-for-profit, 501(c)6 organization dedicated to the development and improvement of our members, high standards of performance for its members, and greater recognition of the professional status of Human Resource Management. Accomplishment of the goals and objectives are encouraged through participation of members in Chapter activities, trading of ideas, mutual assistance and dissemination of information regarding the chapter, its individual members and the profession. <https://volusiaflagler.shrm.org/>

Volusia/Flagler SHRM is proud to be involved in advancing and serving the human resource profession, by continuing to encourage membership, professional development, and certification to its membership base consisting of over 100 professional members representing over 60 local employers located throughout Volusia and Flagler counties.

Each month, Chapter meetings are held to help Volusia/Flagler SHRM members keep up with the rapidly changing HR and workplace environment. Attending programs and meetings provides the HR professional with the opportunity to:

* Network with peers
* Enhance their professional skills
* Gain insight into the latest HR issues and trends
* Discover the newest developments in HR products & services
* Search out new sources and suppliers
* Share strategies for better managing HR challenges

**Chapter Meeting Logistics**

Our Chapter meetings are typically held the third Wednesday of the month. A sample agenda is below:

**7:45AM – 8:15AM Coffee and Networking**

**8:15AM Welcome and Speaker Introduction**

**8:15AM – 9:15AM Speaker Presentation**

**9:15AM – 9:30AM Meeting conclusion**

Typically, we arrive at the venue to set up by 7:15 am. Immediately after the meeting, there is a window of time for you to connect with attendees while we break down the room are prepare for our board meeting.

**Professional Development**

We provide our membership with topics that will allow us to advance the human resource profession and the capabilities of all human resource professionals to ensure that HR is an essential and effective partner in developing and executing organizational strategy.  The following are some guidelines to consider when submitting a proposal to Volusia/Flagler SHRM.

**HR Credit Sessions**

* Sessions must relate directly to the PHR & SPHR Body of Knowledge and SHRM HR Competencies as it is our intention that all meetings receive HR Certification Institute HR or Business recertification credits and SHRM Professional Development Credits.  Please refer to HR Certification Institute’s [*Business Credits: All you need to know*](https://www.hrci.org/docs/default-source/web-files/hrci-business-credits.pdf?sfvrsn=2)document and the [SHRM Competency Model](http://www.shrm.org/HRCompetencies/Documents/SHRM_CompetencyModel.pdf) for more details.
* Sessions should be **60 minutes** in length.
* Speakers are expected to honor our commitment to provide education by not showcasing or promoting the speaker's practice, services or products.  Note that speakers can also sponsor a chapter meeting, but the presentation should be separate from the sponsorship.

**Suggested Topics**

|  |  |  |
| --- | --- | --- |
| ADA Compliance  Affirmative Action Compliance  Alternative Dispute Resolution  Avoiding Personal Liability  Background Investigations  Best Practices in HR  Business Literacy  Career Development for Employees  Change Management  Changing Labor Pool Demographics  Civil Rights Compliance  Communication Strategies  Compensation Philosophy and Pay Policies  Conflict Resolution and Negotiation Skills for HR  Controlling Health Care Costs  Direct Pay Systems  Disaster Preparedness & Recovery  Diversity  EEOC Compliance  Effect of Supreme Court Laws on the Workplace  Electronic Recruiting/Web-Based Recruiting  Emerging Issues in HR  Emerging Issues in Technology  Emerging Leadership Theory & Application  Emerging Management Practices  Employee Benefits  Employee Handbooks  Employee Relations  Employee/Labor Relations  Employer of Choice  Employment Best Practices | Employment Branding  Ethical Issues in HR  Executive and Deferred Compensation  Family-Friendly Initiatives  Financial Management  Flexible Work Policies and Practices  FLSA Compliance / Wage & Hour Issues  FMLA Compliance  Funding Retirement Plans  Global HR Strategy  Health Reimbursement Arrangements  Health, Safety, Security, Violence  HR as a Business Partner  HR as Internal Consultant  HR Career Progression  HR Competencies  HR’s Value-Added / Return on Investment  Human Capital Asset Management  Incentive Compensation Systems  Leadership Issues  Life Balance Issues  Managing a Virtual Workforce  Managing Sensitive Employee Relations Issues  Measuring Team Performance  Mentoring  Mergers and Acquisitions  Metrics and Measurement of HR  Military Leaves of Absence  Negligent Hiring  Negotiating Your Salary and Total Compensation  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  Retirement Plans  Safeguarding Retirement  Selection Interviewing  Sexual Harassment  Staffing Strategies  Strategic Management Issues  Strategies for Employing Older Workers  Succession Planning  Technical Recruiting  Technology & HR  The Future of the HR Profession  Total Compensation  Workers’ Compensation  Workforce Reductions  Workplace Management Issues  Wrongful Termination/Discharge |

**Presentation Information**

We strive to offer a balanced program of educational sessions by selecting proposals that best fit Volusia/Flagler SHRM mission.

**Practical Application.** Sessions conducted by practitioners that include practical, immediately applicable work tools will be given preference. We seek presentations that will provide attendees with information that will improve their effectiveness on the job. In addition, all sessions must directly relate to the HR Certification Institute recertification program and the SHRM Competency Model. It is our intention that all Chapter meetings receive recertification credits.

**Proven Speaking Ability.** We seek experienced presenters with proven speaking ability. Those with a track record of speaking and performing well in front of an audience of 50 to 100 people will be given preference.

**Proof of Performance.** Applicants who submit videotapes, previous evaluations, and/or letters of recommendation from previous audience participants will receive preference in the program selection process, as will applicants who have received positive evaluations from another SHRM Chapters or the national organization. Please note that copies of proofs of performance will not be returned. Marketing brochures, books and articles **do not** qualify as proof of performance.

* Videos – Videotapes/CDs/DVDs/electronic files of the speaker presenting a session. Promotional videos about the speaker’s organization or highlighting products and services are **not** acceptable.
* Evaluations – Evaluations that show your quality ratings and scores from previous speaking engagements. Please include the number of attendees present and define the rating scale.
* Letters of Recommendation – Letters from the organizer of your previous sessions or from SHRM chapter to whom you have spoken will be accepted. Please ensure current contact information is included with the letter of recommendation.

**Speaker Logistics**

Interested Speakers should complete the attach form and provide the following for consideration as a Speaker with Volusia/Flagler SHRM:

* **Speaker Information Form** – this form will be used to obtain basic information on your presentation. Additionally, information provided on this form will determine if the program is eligible for SHRM or HR Certification Institute recertification credits. If your presentation previously been certified by the HR Certification Institute and/or SHRM, please indicate that on your proposal as we give preference to HR Certification Institute and SHRM credited presentations.
* **Speaker’s Biography** – this will be used for promotional material and to introduce the speaker at the Chapter meeting.
* **Attach Speaker Photo** –Please attach your professional photo in .jpg or .tiff format (up to 512 KB) to your application email. Your headshot should be a unique file, separate from your bio.
* **Speaker Handouts/Supplemental Materials** – please provide prior to the event if you are sharing a handout/materials to Chapter meeting attendees. Please bring copies to the event.
* **Social Media Contact Information** – please provide for promotional material and for additional follow-up contact after the Chapter meeting.
* **One 300dpi, high resolution image of the Speaker** – this will be used for promotional material and social media.
* **Speaker Confirmation** – once all of the above items have been received along with the designated booking date, an email will be sent to you to confirm Chapter meeting details.

Once required form(s) and materials are submitted, the Speaker will be notified within 7 to 10 business days if they have been chosen as a speaker. Arrangements will be made with the Speaker’s coordinator on a booking date confirmation. Each request will be individually considered, based on topic/content, booking date availability and budget considerations. Please note that Volusia/Flagler SHRM cannot guarantee that all requests will be honored.

**Speaker Reimbursement Guidelines**

* Volusia/Flagler SHRM will provide audio-visual needs which may include electronic projection equipment, a clicker, podium, microphone, or flipcharts with markers upon request of the Speaker.
* We understand that Speakers’ presentations are copyrighted. However, we request that you make any slide presentations and handouts available to Volusia/Flagler SHRM electronically for our members on our website, if permitted.
* Volusia/Flagler SHRM seeks Speakers who are willing to share their expertise **without** the expectation of payment in the spirit of networking and enhancing the HR profession, a purpose in which the Society was founded. If you charge a fee/honorarium for speaking engagements, please ensure to include the amount on the Speaker Information Form in addition to estimated travel reimbursement.

*Volusia/Flagler SHRM provides charitable donations to the SHRM Foundation, a non-profit 501(c) 3 organization, that provides* ***educational and certification scholarships*** *to HR college/university students and professionals, fund* ***HR research*** *and provide* ***educational resources*** *around the world. In lieu of full speaker honorarium, we ask your organization to allocate a portion as a voluntary contribution to the SHRM Foundation. We will submit the contribution check made payable to the SHRM Foundation, noting it is in lieu of speaker honorarium, on your behalf.*

**Expectations**

***We expect Speakers to:***

* Meet all deadlines;
* Present a session that is **60 minutes** in length;
* Arrive at the meeting site at least 60 minutes prior to the scheduled start of your session;
* 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;
* Provide high-quality handouts by the date and in the format requested;
* Provide Volusia/Flagler SHRM with an electronic copy of the presentation by the date and in the format requested for inclusion on our website. This will be made available to the attendees;
* Honor our members to provide education and **not** showcasing or promoting the Speaker’s practice, services or products; and
* Respect the Volusia/Flagler SHRM Meeting as the sponsoring organization with either positive or neutral comments from the platform. **No selling can be done during the Chapter meeting.** All Speakers who would like to showcase their products and/or services are encouraged to be a sponsor of the event.

***In return, Volusia/Flagler SHRM* *will:***

* Provide a complimentary registration for the Chapter meeting;
* Provide an expo-style table for any materials you want to make available, book signing, etc.;
* Grant you valuable professional exposure;
* Provide you with your evaluation scores after the Chapter Meeting.

**SPONSORSHIP OPPORTUNITIES:**

Are you interested in sponsoring any of our meetings during the upcoming year?

**Yes**  **No**

Sponsors of Volusia/Flagler SHRM monthly chapter meetings are provided with a number of benefits, including the opportunity to address attendees prior to the sponsored event, distribute promotional literature, and network with members. For details about these opportunities, and others, please visit our web site**,** <https://volusiaflagler.shrm.org/>.

If you indicate you are interested in sponsorship opportunities, your information will be forwarded to the Volusia/Flagler SHRM sponsorship Directors.

**Speaker’s Request**

*Review your submission for completeness and accuracy. Proposals with missing information cannot be evaluated.*

*Submit all required items to* **Serena Fisher***, VP of Programs,* **serena.fisher17@gmail.com** *for consideration.*

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| **Name** |  | |
| **Job Title** |  | |
| **Company/Organization** |  | |
| **Address** |  | |
| **City, State, ZIP** |  | |
| **Office Phone** |  | |
| **Mobile Phone** |  | |
| **FAX Number** |  | |
| **Email Address** |  | |
| **Website** |  | |
| **Social Media Information** | LinkedIn: | Google+: |
| Facebook: | Instagram: |
| Twitter: | Other: |
| YouTube: | Other: |

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| --- | --- | --- | --- |
|  | | **Requested Amount** | **Approved Amount** |
| **Travel Required** | ☐ YES ☐ NO |  |  |
| **Speaker Fee Required** | ☐ YES ☐ NO |  |  |
| **Honorarium** | ☐ YES ☐ NO |  |  |
| **Deposit Required** | ☐ YES ☐ NO |  |  |
| **Balance** |  |  |  |
| **Donation to SHRM Foundation** | ☐ YES ☐ NO |  |  |
| **Total Travel Reimbursement** |  |  |  |
| **Will you require hotel accommodations?** | ☐ YES ☐ NO | | |

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| --- | --- |
| **Audio/Visual Equipment Needed**  **(Please check all that apply)** | ☐ Electronic Projection Equipment  ☐ Screen  ☐ Laptop  ☐ Podium  ☐ Clicker  ☐ Wireless Microphone  ☐ Flip Charts with Markers How many? \_\_\_\_\_\_\_\_\_\_  ☐ Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  ☐ Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  ☐ Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| **Do you have handout(s) that you will bring for attendees?** | ☐ YES ☐ NO |

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| **HR Topic**  **(see Pg. 5)** |  | |
| **Title of Presentation** |  | |
| **Program Description** |  | |
| **Learning Objectives** |  | |
| **Is this Program certified by the HR Certification Institute?** | ☐ YES  ☐ NO | If yes, please provide HRCI Activity ID, SHRM Chapter/Location & Date |
|  |
|  |
| **Is this Program certified by SHRM?** | ☐ YES  ☐ NO | If yes, please provide SHRM Activity ID, SHRM Chapter/Location & Date |
|  |
|  |
| **Speaker Biography** | **Please attach.** | |
| **Proof of Performance** |  | |
| **#1 Presentation** |  | |
| **Organization** |  | |
| **Date Presented**  **(month & year)** |  | |
|  |  | |
| **#2 Presentation** |  | |
| **Organization** |  | |
| **Date Presented**  **(month & year)** |  | |