Scale HR 2020

Presented by
SHOCKINGLY DIFFERENT LEADERSHIP

The only strategy conference dedicated to scaling HR's capability and capacity to support organizational growth, business transformation, and the workforce of the future.

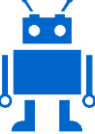September 16-17, 2020 | Atlanta, Georgia

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CALL FOR SPEAKERS INFORMATION: TOPIC GUIDANCE

We know that your being a speaker at ScaleHR must be a win-win for you, us, and the attendees. Thus, we are committed to ensure the experience of all stakeholders is world-class!

We have provided the following information to give some examples of subtopics which would be ideal for each of the main topics. **These are just examples.** We are open to other subtopics of emphasis. Please include your chosen topic and subtopic in your speaker proposal.

** Remember, we are looking for fresh, innovative content. If someone can easily find the information on Google, it is likely not suitable for ScaleHR. We curate content that is insightful but not readily available to our attendees.

Main Topic	Sample Potential Subtopics of Emphasis
DIVERSITY & INCLUSION **How D&I Will Drive the Business Strategy of the Future**	- Identifying bias in the recruitment process - Helping 5 generations in the workforce to work together effectively - How to effectively manage unconscious and conscious biases in the workplace; racism, genderism and ageism, etc.)

	LEGAL **Chopping Up HR Legal Hot Potatoes – Legal risks and implications which are on the horizon.**	- Labor Laws Regarding the Non-traditional Employee (Immigrants, Aliens, Refugees, ExPats) - The Dirty Little Secret: The risks of the reality of employees balancing day jobs and side gigs - How to protect your intellectual property during a contractor/employer relationship
	TECHNOLOGY **Debunking Myths & Understanding the Next-Gen Technology Transforming the HR Industry and the Workforce**	- AI is not the future of the workplace. It is the present. - The differences between AI and machine learning - What to do if your organization cannot afford to keep up with the pace of technology
	TALENT MANAGEMENT **Build – Buy – Borrow? How to immediately bridge the talent gap**	- (BUILD) **More than the 9-Box:** Development, talent review and succession – How to think about it differently? Is identifying potential relevant anymore? What are the new alternatives? What is more important in terms of identifying potential? Leadership and HiPo development - (BUY) - Engaging a workforce through an integration (acquisition, consolidation, realignment, cross-industry partnerships) - (BORROW) How to Incorporate External Workforces into Your Workforce Strategy- (how to procure services; reduce legal risk, source experts, etc.); differences between a contractor, consultant, freelancer, temp worker
	MEGATRENDS IN HR **Peeking Around the Corner on "What's Next" That Could Impact the World of HR**	- **The Rise of Design Thinking In HR-** How HR is incorporating creative problem solving to improve the user experience [UX} (Design Thinking is a design methodology that provides a solution-based approach to solving problems.) - **The Evolution of Virtual Teams** - Best practices of how companies are fostering high performing, geographically disperse teams. (technology, management practices, incorporating personal touches, interactions with co-workers/customers ,etc.) What happens when a project leader is not an employee of the company? How do employers comply with IRS rules? - **Other topics**?
	VENDOR ENGAGEMENT **Critical factors to constructing win-win engagements between employers and HR service providers**	- You Want Me to Pay What??!! Understanding the nuances of win-win contract procurement, how to think about sub-contracts, creative ways to address the "no-budget' issue - You Want to Pay Me What??!!! Attracting Ideal Clients: How to acquire the right client at the right time at the right fee (new business or contracts). Effective Strategies for Creating and Pitching Proposals. How to Get on the "Shortlist"- Sourcing organizations who need consultant/contract support
	STRATEGIC PARTNERSHIPS **Don't Go At It Alone: How to scale by developing strategic partnerships and joint ventures with other entities**	- Employers: Purchasing Alliances, corporate swap programs, etc. - Service Providers: (determining fee splits, payment terms, tax implications, etc.)
	EMPLOYER BRANDING **Reimagining What It Means to Become an Employer of Choice**	- Best practices/Current Industry Standards in wellness initiatives, employee engagement, total rewards, employee perks, mental health and caregiver support, etc. - How to best tell your company's "brand story".