ELEVATE + INNOVATE
Leadership • Culture • Diversity • Legislation

Call for Presentations
2022 SHRM New Mexico State Conference
April 11th -12th, 2022

The SHRM New Mexico State Council and the SHRM New Mexico State Conference Committee invites HR practitioners, attorneys, and corporate partners to share their insights, knowledge and expertise.

Call for Presentations must be received no later than November 12, 2021.

The 2022 SHRM New Mexico State Conference is a statewide collaboration sponsored by the Society for Human Resource Management (SHRM) New Mexico State Council, in partnership with the Four Corners HR Association, the HR Management Association of New Mexico, the Northern New Mexico HR Association, and the Southern NM SHRM Chapter. The conference will be held at Isleta Resort & Casino. We are planning on over 300 attendees.

Speaker Benefits:
- Expand your social media influence and share your speaking engagement through your website and other social media channels.
- Stay in-touch with your target audience and build credibility as a thought-leader in your area of expertise.
- Communicate your insights and strategy through established business methods.
- Act as a change agent by teaching your unique understanding and application of business theory and how, when, and where to apply it.

As a conference speaker, you are welcome to attend the conference. One (1) night’s lodging will be considered on an individual basis for speakers traveling over 200 miles round trip.

The theme of the 2022 SHRM New Mexico Conference is: Elevate + Innovate. Please consider incorporating it into your presentation title.

Selection Criteria:
- **Practical Application**: Sessions that include practical, immediately applicable work tools will be given preference. The conference committee seeks presentations that will provide our attendees with information that will improve their effectiveness on the job.
- **Proven Speaking Ability**: The conference committee seeks experienced speakers with proven speaking ability in front of mid-size to large audiences. Those with a track record of speaking and performing successfully at large meetings and/or conferences may receive preference.
- **Presentation Design and Format**: Presentation format should work to build engagement with the audience.
- **Clarity and Relevance of Presentation**: The session description effectively matches the topic and session outline, and is relevant to the current business needs of HR professionals and SHRM competencies.
- **Alignment to SHRM and HRCI Recertification Credits**: Sessions that have previously been approved for recertification credits may receive preference.

We strive to offer a balanced program of educational sessions by selecting proposals that best fit within the framework of the conference. Members of the Selection Committee will review all proposals. The conference program organizers will make final selections from those proposals accepted. Notification of acceptance will be sent no later than December 17, 2021.

Throughout the conference, we will focus on in depth education and strategies to provide to HR professionals and other business professionals. Attendees are predominantly HR professionals from a variety of organizations, with entry-level to seasoned senior level experience. Participants have a wide range of HR expertise in key functional areas and generalist responsibilities.
This audience will want practical solutions to the people and business issues they face every day, to build upon skills in core competencies in the HR field and to gain insights into future trends and issues so they can prepare strategies with their senior leaders.

**Programming:**
Presentations should be in line with one of the 8 SHRM Competency Tracks:

- **Leadership & Navigation:** Leadership theories, people management techniques, motivation theories, influence and persuasion techniques, trust and relationship building;
- **Ethical Practice:** Business ethics, dealing with unethical behavior, conflicts of interest, confidentiality, personal and professional integrity;
- **Relationship Management:** Relationship building, Teamwork, Conflict Management, Negotiation, Networking;
- **Communication:** Elements of communication, generals and specialized communication techniques, exchanging organizational information, communication media;
- **Global & Cultural:** Effective techniques for bridging individual differences, best practices for managing globally diverse workforces; designing policies and practices to ensure diversity and inclusion in the workplace, operating in a global environment;
- **Business Acumen:** Advancing business acumen and understanding organizational metrics
- **Consultation:** Organizational change management, effective consulting processes and techniques, key components of successful client interactions, designing, implementing and supporting HR solutions,
- **Critical Evaluation:** Critical thinking and data analysis;

The programs selected for the conference will be based upon how they reflect the Core Competencies and relate to the conference theme, **Elevate + Innovate**. Alternative views and counterpoint issues are welcomed, particularly when lessons learned from first-hand experience are offered as models/examples. We are particularly looking for speakers in the topics listed below, however, we welcome other relevant topics for review.

- Talent Acquisition, Employee Engagement & Retention
- Diversity, Equity & Inclusion
- Total Rewards
- Culture, including Employee Wellbeing
- Organizational Effectiveness & Development
- Employment Law & Regulations
- Business & Human Resources Strategy
- Strategic Leadership

**Note to Speakers:**
- While your presentation is a way of getting your name and experience out in front of the HR community, the marketing of your services, products, or companies should be quite limited. However, there are opportunities to sell and sign books. Let us know if you have a book you would like to sell and if you will be available for a book signing.
- Please let us know if you would like information on our exhibitor opportunities.
- Sessions run concurrently for one hour.
- Proposals must be submitted using the **Response to the Call for Proposals Form** and should include the requested bio and headshot. Please save the form as a **WORD document** NOT a PDF or JPEG. You may also include a PowerPoint presentation if you already have it.
- Special consideration will be given to those speakers willing to provide us with a video recording (MP4 video) of your presentation so that we can provide a virtual component to the conference. SHRM NM can provide directions for you if you need them and may be able to assist you with this process. These presentations will be posted for up to 4 weeks, but only registrants will have access to them.

**Proof of Performance:** (If possible, please submit at least one and no more than 3 links. If you spoke at a SHRM NM state conference between 2017 - 2021, this is unnecessary.)

- URL’s/videos demonstrating your skills or references who have seen you present at a live/virtual event.

**INSTRUCTIONS FOR SUBMITTING A PROPOSAL:**

- Complete the **Response to the Call for Proposals Form**. That form is a fill-in-able document. Please complete it online, save it **AS A WORD DOCUMENT**, and send it to us by email to shrmnm2020@gmail.com.
- Review for completeness and accuracy, then sign and date form.
- You must include a biographical sketch for yourself and any co-presenter. This will be used in conference materials. Bios over 275 words may be edited. If it is not submitted, your proposal will not be considered.
- Please provide a high-resolution jpeg version of your headshot.
- Submit urls/videos as described above.
- Send the completed form with all required supplements and your headshot to shrmnm2020@gmail.com no later than November 10th, 2021. **Incomplete submissions will not be considered.**
**Sponsorship Opportunities:**
Speakers often integrate their speaking engagement with a sponsorship. While the speaking opportunity is a way of making our members aware of your experience, sponsorship is a way of getting the word out on your business. If you are interested in a sponsorship/exhibitor table, please let us know when you return the CFP.

**A Note Concerning Honoraria:**
SHRM NM is a non-profit organization and has a tradition of using educational conference sessions as a platform for innovation in the field of human resource management. We look for contributors who are willing to share their expertise WITHOUT expectation of payment in the spirit of networking, a purpose for which the Society was founded. Please note that our selected speakers receive complimentary conference attendance and meals at the event. Depending on distance, speakers may also be eligible for a night at the hotel. **Requests for transportation reimbursement will be considered on an individual basis.**

**We Expect Presenters to:**
- Meet all deadlines;
- Refrain from modifications to final presentation after submission without permission from the SHRM New Mexico State Conference Committee;
- Not add a co-presenter or change the identity or number of presenters without permission from the SHRM New Mexico State Conference Committee;
- Respect SHRM New Mexico State Council as the sponsoring organization with either positive or neutral comments from the platform.

**In Return, the SHRM New Mexico State Conference Committee Will:**
- Provide a complimentary registration for the conference, including admission to the exposition, educational programs and social events.
- Pay identified expenses (i.e., meals at the event and SHRM New Mexico State Council-approved lodging for one night, depending on distance traveled). Please note that the SHRM New Mexico Conference Committee will consider requests for reimbursement for transportation costs on an individual basis.
- Grant you valuable professional exposure.
- Provide you with any evaluation scores after the conference.

Please send any questions or your completed Call-for-Presentations form along with your references to shrmnm2020@gmail.com.