

CPHR BC & Yukon Conference + Tradeshow 2020 Speaker Proposal Guidelines

Thank you for your interest in presenting at our upcoming 58th annual conference and tradeshow being held at the **Vancouver Convention Centre (West), on Tuesday, April 28th and Wednesday, April 29th, 2020.**

Welcome to the home of today's HR

Every day, the Chartered Professionals in Human Resources British Columbia & Yukon (CPHR BC & Yukon) propels the HR profession forward by supporting its members with education and advocacy.

Our history and our members

Founded in 1942, CPHR BC & Yukon has grown to include more than 6,000 members encompassing CEOs, VPs, directors of HR, HR generalists, HR advisors, consultants, educators, students and small-business owners in BC and the Yukon.

CPHR BC & Yukon is the largest HR association in Western Canada, offers professional development, networking opportunities, as well as resources for every stage a career in HR.

The national designation of the HR profession

The association is the grantor of the Chartered Professional in Human Resources (CPHR) designation in BC and the Yukon.

As a member association of the CPHR Canada, CPHR BC & Yukon contributes to setting and upholding the national standards for the CPHR designation.

Vision

Recognized as 'The Place' for Leading People Practices

Mission

Keep people first in the decisions of leaders

Attendee Demographics & Statistics:

- The CPHR BC & Yukon Conference draws on average about 1,100 attendees
- 80% are women with an average age of 43
- 60% of delegates hold their CPHR designation
- 59% are from the Lower Mainland while 11% are from the Island, 8% are from the Fraser Valley and 10% are from the Interior
- 33% of professional members are employed in an organization with more than 1000 employees, 20% with 101-300 employees, 12% with 501-1000 employees and 11% with 301-500 employees
- 89% are employed full time
- 80% are employed in the HR industry and have been in the industry for an average of 12 years
- 16% are in the business services industry, 10% are in manufacturing, 8% in health and 36% in other industries

Session Length:

Sessions can be either 60, 75, or 90 minutes in duration including time for introduction of the speakers and thank you at the end. For sessions with just one presenter we suggest a 60-minute presentation. For panel presentations or interactive group workshops we recommend a 90-minute session.

Session Topics/Categories:

The committee is looking for a variety of presentation topics which would fit into one of the following tracks:

1. **Organizational Effectiveness & Strategy (OES):** the tools and strategies for aligning human resources to business strategy, and for building strong organizations such as: leadership development, performance management, organizational design and development, employee involvement strategies, health and safety, governance and HRIM.
2. **Personal and Professional Enrichment (PPE):** building your personal toolkit as an HR Professional, including business acumen, strategic contribution, leadership skills, project management, client relationships, professionalism, training and career management
3. **Talent Management (TM):** succession planning, compensation & benefits, staffing, recruitment & selection, outplacement, deployment, etc.
4. **Employment Law & Legislation (Law):** conflict resolution, labour relations and collective bargaining, new legal requirements, etc.

Session Format:

The committee's goal in programming conference is to create the best possible learning experience for attendees. Therefore, sessions should aim **to provide tools and specific strategies that attendees can apply in their own organizations.** The selection committee is particularly interested in sessions that engage conference attendees in unique ways that reach beyond the standard presenter/PowerPoint model.

We encourage presenters to be provocative and innovative, while remaining respectful and positive about the topic they are presenting. We hope that sessions will present useful ideas and information, but also allow people to come up with their own ideas, questions, and answers. We expect that the material will stimulate responses and conversations during your session and beyond.

Presentation Guidelines and Etiquette:

CPHR BC & Yukon events are non-commercial forums. Under no circumstances may a presenter promote a product, publication, service or anything else representing monetary self-interest. Failure to comply will impact future consideration.

All sessions need to be complete, meaning that a presenter cannot present a partial session and then suggest the presenter would need to be contacted for the remaining information.

If you have written any books, we will be happy to have them brought in and sold through our onsite book store. Additional arrangements can be made if you have published your own material.

Speaker Evaluations:

Following each presentation, presenters will be evaluated using an onsite electronic survey consisting of the following questions:

- Relevant & delivered in a logical manner
- Addressed major points surrounding topic
- Time appropriate for delivery of content
- Met my expectations **
- Presenters demonstrated expertise
- Presenters' energy kept me engaged

**we expect that the description of your session along with information on what an attendee will learn from your session will be delivered as described.

Speaker Benefits:

CPHR BC & Yukon is confident that presenting conference breakout sessions serves as a platform for exposure to a wide group of HR practitioners. As such, CPHR BC & Yukon seeks contributors who are willing to share their expertise without expectation of payment and in the spirit of networking, a purpose for which the association was founded. In addition to the exposure to an experienced and influential group of human resources and business leaders, speakers increase their personal and professional visibility which may lead to recognition, contribute to credibility and future speaking engagements.

Pre-approved expenses will be covered by CPHR BC & Yukon (travel, hotel, food allowance). Presenters will also receive a small honorarium or may choose to receive a complimentary 2-day pass to the conference (extra activities not included) as measure of gratitude for their contributions.

We thank you in advance for presenting at the CPHR BC & Yukon Conference + Tradeshow.

Contacts:

Conference Manager	Speaker Manager and Awards Manager
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