

GMA SHRM Programming Priorities for 2012

Annually the GMA SHRM Chapter offers programming topics to its members across three different programming venues:

- **Strategic Summits** — A 3 hour lecture/presentation providing HR professionals with vital information on strategic topics in the ever changing HR field. Industry experts deliver tools to assist with developing strategies to move organizations forward. Strategic Summits are typically eligible for strategic management recertification credits. Typically the chapter offers from 5 to 6 Strategic Summits during the programming year.
- **HR Toolboxes** — A 2 hour lecture/presentation geared to provide HR professionals at all stages of their career an opportunity to further their learning in the core HR areas. These are learning opportunities focused on the tactical or day-to-day issues that HR professionals face. Toolbox sessions are typically eligible for general recertification credits. Typically the chapter offers 5 HR Toolboxes during the programming year.
- **HR Roundtables** — 1 to 1.5 hours of member-led discussion focused on sharing experiences, ideas and best practices on a specific topic. Roundtables will bring together HR peers from all industries and backgrounds for an open dialogue on current business challenges. In most cases, outside experts serve only as subject matter experts or facilitators of the small group discussions of HR Roundtables. Typically the chapter offers 6 HR Roundtables during the programming year.

The GMA SHRM Programming Committee met at the end of July 2011 to establish its programming priorities for 2012. The following topics were identified as the top priority issues within each programming venue that the chapter would like to address in the New Year. The Programming Committee will meet again in September 2011 to review all CFPs received and then make final decisions as to programming topics and who will be presenters for 2012.

High Priority Strategic Summit Topic Areas for 2012

The chapter is open to receiving CFPs for any of the following areas. In September the Programming Committee will narrow these topics to only five and select speakers for each. These topics are not listed in order of priority.

1. HR as a Strategic Partner
2. Diversity
3. Succession Planning
4. Executive Coaching

5. Finance for HR Professionals
6. Recruitment tied to Vision and Mission
7. Managing Growth and Culture Change
8. Employee Relations
9. Onboarding vs. Orientation

High Priority HR Toolbox Topic Areas for 2012

The chapter is open to receiving CFPs for any of the following areas. In September the Programming Committee will narrow these topics to only five and select speakers for each. These topics are not listed in order of priority.

1. FMLA/Military Leave
2. CLASS (Health Care Reform)
3. Legal Update
4. Performance Management — including 360s and PIPs
5. Employee Engagement
6. Recruiting and Social Media
7. Wellness
8. Pre-Employment Checks
9. Leadership in Small and Mid-Size Companies

High Priority HR Roundtable Topic Areas for 2012

The chapter is open to receiving CFPs for any of the following areas. In September the Programming Committee will narrow these topics to only six and select speakers for each. These topics are not listed in order of priority. **Note:** HR Roundtables focus on peer sharing of issues and best practices. Presenters will serve primarily as subject matter experts and discussion facilitators.

1. Internal Investigations
2. Behavioral Interviewing Techniques
3. Recognition and Retention in a Flat Organization
4. Social Media Policies
5. Creating/Building a Great Workplace
6. Getting Employees to Think Like Owners