



**Northern Colorado Human
Resources Association**

Speaker Packet

2018

President's Welcome

The Northern Colorado Human Resources Association, NCHRA, is the leading membership association for HR management professionals and associates in Northern Colorado and offers a unique community that blends education, collaboration, and opportunity for personal and professional growth.

Our journey began over 10 years ago with a small group of professionals who sought a forum for broadening their knowledge, improving their capacity to innovate, and nurturing their professional relationships. Today, that small group has grown into a community of over 100 active participants with networks that reach thousands nationally.

It is my honor to serve as the President of the Northern Colorado Human Resources Association and to continue our legacy of comradery, innovation, and education. We will continue to leverage technological advances to connect our members with the latest information through our website, webinar series, and various social media platforms. Technology, though, isn't enough. We offer our members monthly luncheons so that they can hear directly from thought leaders in our field and our Biennial Conference provides them with direct connection with regional providers and trusted speakers who move and inspire our members with innovative ideas.

For 10 years we have strived to be the voice of the Northern Colorado Human Resource professional and we will continue our journey with your help, for many more. We owe a huge thanks to our community for joining us on this incredible journey, and we hope that you will add your voice to our adventure.

Regards,

Rob Timme

2018 NCHRA President

NCHRA's Mission

NCHRA Mission: The Northern Colorado Human Resource Association (NCHRA) is dedicated to promoting human resource excellence by providing support, resources and development opportunities to Northern Colorado-based HR professionals. The Chapter supports the purposes of SHRM, which are to promote the use of sound and ethical human resource management practices in the profession and:

- to be a recognized world leader in human resource management;
- to provide high-quality, dynamic and responsive programs and service to our customers with interests in human resource management;
- to be the voice of the profession on human resource management issues;
- to facilitate the development and guide the direction of the human resource profession; and
- to establish, monitor and update standards for the profession

The Northern Colorado Human Resource Association (NCHRA) is an affiliate of the Society for Human Resource Management (SHRM). We are a local starting point for all professionals and students related to the HR profession. We welcome all whether you are new and wanting to learn more about the HR profession or if you have many years of experience. NCHRA is a resource, offering networking, information, professional development, assistance in certification, and continued support of excellence in the HR field. For years, NCHRA has created a forum for HR professionals to network and share knowledge with their peers.

As one of six local Colorado chapters of the nationally recognized SHRM, NCHRA firmly believes in the driving best practices that help recruit, retain, develop and engage employees. By doing so, we leverage the power of human resource practices to actively support the success of local area businesses.

General FAQs

What value does speaking for NCHRA have?

NCHRA offers its members with professional development opportunities in the form of lunch and learns and webinars. These luncheons provide speakers the opportunity to speak in front of a group of HR professionals who are often in the strategic conversations at their respective companies throughout Northern Colorado.

Will I get paid if I speak for NCHRA?

NCHRA is a not-for-profit organization and therefore does not pay speaker's fees or for other expenses such as travel.

How many members attend luncheons?

Typically, we see anywhere from 30-65 attendees per event.

How many members attend webinars?

Typically, we see anywhere from 20-40 attendees per event.

Is A/V equipment provided?

Yes, our venue has A/V equipment ready for your use. These would include the following: projection screen, microphone (hand-held and lapel), and laptop.

Will the attendee list be provided?

No. NCHRA does not distribute our member's information. You are welcome to bring an item to raffle away in exchange for business cards. NCHRA cannot provide letters of reference for speakers that state opinions on your speaking. Once you speak you may use our name as a group you have spoken for and we would be happy to confirm that you did in fact speak for our group.

How does NCHRA choose their speakers?

NCHRA will give chose speakers based on the following criteria:

1. Preference will first be given to presentations who have been pre-approved for business/strategic credit.
2. Preference will then be given to presentation who have been pre-approved for credit through HRCI and SHRM.
3. Finally, preference will be given to presentations on the following topics:
 - a. Talent Management as an Integrated Organizational Strategy
 - b. Organizational Redesign as a Leadership Initiative
 - c. Leadership as a Business Strategy
 - d. Legislative Activity as Advocacy
 - e. Change Management as an Integrated Organizational Strategy
 - f. Labor Relations as a Business Strategy
 - g. Diversity as a Business Strategy
 - h. HR in the Global Context

What topics can I present on?

NCHRA's speaking events are beneficial to our members as they are a great way for them to continue their professional development and provide members with the opportunity to earn recertification credit through SHRM and HRCI. Therefore, topics need to fall under the following categories:

Topic	Description
Diversity as a Business Strategy	Calculating return on investment (ROI) and developing a business case for diversity or developing an integrated diversity strategy and implementing it throughout organizational operations.
Legislative Activity as Advocacy	Monitoring the regulatory environment and responding appropriately to proposed legislation that could affect one's industry or operations.
Talent Management as an Integrated Organizational Strategy	Identifying specific leadership competencies integrated with organizational strategy and the acquisition, identification and development of key talent.
Organizational Redesign as a Leadership Initiative	Participating in due diligence and decision-making regarding mergers, restructuring, divestitures, etc.
Leadership as Business Strategy	Creating and implementing leadership development initiatives linked to business strategy.
Change Management as an Integrated Organizational Strategy	Developing/implementing a change management strategy addressing a specific organizational need.
Labor Relations as a Business Strategy	Participating as a member of the senior management team setting objectives for contract negotiations, researching alternatives and establishing and measuring goals achieved as a result of negotiations.

What dates would be available for speaking events?

Date	Event Type	Time of Day
January 10, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
February 14, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
February 21, 2018	Monthly Webinar	11:00 AM-12:00 PM
March 14, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
April 11, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
May 9, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
May 16, 2018	Monthly Webinar	11:00 AM-12:00 PM
June 13, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
August 8, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
August 15, 2018	Monthly Webinar	11:00 AM-12:00 PM
September 12, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
October 12, 2018	Biennial Conference	All Day
November 14, 2018	Monthly Luncheon	10:30 AM- 1:00 PM
November 28, 2018	Monthly Webinar	11:00 AM-12:00 PM

I'm interested in speaking for NCHRA in 2018, how do I sign up?

Just click this link and fill out the form!

<https://nchra.shrm.org/forms/2018-speaker-interest-form>

I'm interested in speaking at your 2018 Biennial Conference. What information do I need to know?

- We will have two speaking positions and two keynote speaking positions for the 2018 Biennial Conference.
- Each speaker will have one hour for their presentation.
- The keynote speaker will have one hour and fifteen minutes for their presentation.

What date is the 2018 Biennial Conference?

October 12, 2018