



Topic Suggestions for Livestreams and HR Table Talks in 2023

- **Talent Acquisition 101.** Program(s) for members that are new(ish) to Talent Acquisition so they can learn important tips on developing and succeeding in a TA Career.
- **How policies of contingent workers (gig or others) not in alignment with how talent today wants to work and get work done.** How HR, as advocates, can really enforce the change of policy within corporations, maybe dust off old strategies. Pay equity and what does that mean? Centers across the board with respect to full time hiring to contingent labor.
- **DE&I Beyond Recruiting.** Setting goals and connecting the dots between what we do as a service provider for them and the managers that are interviewing and developing, to create a more holistic DE&I approach beyond recruiting.
- **What about Inclusion?** Many companies think they have good policies in place for D&I on the recruiting/hiring end. The problem is now that we got them in the door, how do we make sure they feel included?
- **HR Technology (HCM) infrastructure optimization.** You may have implemented a new HCM or delivery model and haven't received the value out of it. How do you focus on optimizing the model moving forward.
- **Taking the HR Speak out of Communications.** Owning internal communications and engagement. How you talk to employees really makes a difference and pulling into the language part of culture that everything leads back to business priorities/values, etc.
- **Workforce Planning in Relation to a Potential Recession.** Businesses aren't quite sure how to plan for their workforce and their numbers. Most times companies don't do a great job of predicting, with operating managers not giving good data to HR.
- **Implementing and Managing the Data From your HR Tech.** HR buys a solution and it falls on HR to do all the integration on the back end. Everyone is drowning in data, but not a good way to evaluate it. Disconnected use of various HR platforms, hard to generate data.
- **Retention.** We're all talking about it. Is anyone actually doing anything about it and if so are you measuring results? Why are people leaving? \$? What do exit interviews show?

- **Employee Engagement.** Innovations in HR Engagement Strategies in Teams with varied Work Models (in office, hybrid & remote) and Employee Composition (full-time, part-time, independent contractors)
- **Performance Management.** Effective Performance Management processes (e.g., value of the annual review vs. not having an annual review process)
- **Talent Acquisition in Competitive Markets.** Competition for talent across most industries and markets is hotter than ever. What are the strategies, tools and best practices needed to be successful.
- **Leadership Development and Succession Planning.** How to promote and execute successful programs to foster homegrown leaders and while proactively planning for turnover in existing leadership.
- **HR and the Law.** Survey of recent law changes (national changes, state trends) and what legal and legislative issues could be on the horizon.
- **Remote and Hybrid Work Models 2023 and Beyond.** As the pandemic recedes, what will the future of work look like and how does this impact recruitment, management, and engagement.
- **AI and HR.** As AI technologies like ChatGPT become more mainstream, what impact might they have on HR functions and departments.
- **Trends/Best Practices Series** – Talent Acquisition, Talent Management and Employee Engagement