



2024 SERAMOUNT CALL FOR SPEAKERS SUBMISSION INSTRUCTIONS & TIP SHEET

Thank you for your interest in speaking at a Seramount Event! To help ensure a smooth process for all applicants, we ask that each speaker submit one [Speaker Submission Form](#).

This form includes 2024 Seramount Events and is optimized to allow speakers to submit for consideration at multiple events.

DEADLINES

Submissions are due by **January 8, 2024** for most events. WorkBeyond Summit and Diversity Best Practices (DBP) member event submissions will also be accepted on a rolling basis through **March 1, 2024**.

SPEAKER APPLICATION AND SELECTION PROCESS

- Review this tip sheet in full before completing your application. This sheet includes submission requirements, dates, target audiences, and specific objectives for each event.
- Approximately 3-4 months before each event, Seramount's programming team will begin reaching out to speakers to schedule exploratory calls. Exploratory calls give speakers the opportunity to share more about their background and areas of expertise. They also allow Seramount's programmers to ask questions about content and the submission within the context of the larger event programming plans.
 - An application is not a guarantee for an exploratory call.
 - An exploratory call is not a guarantee of speaker confirmation.
- Speakers will be selected based on submission quality and conference programming needs. Not all submissions will be selected for our 2024 events but we will keep submissions on file for consideration for future speaking opportunities.
- Selected speakers will receive a confirmation letter and a complimentary pass to the conference where they have been confirmed to speak.

ADDITIONAL INFORMATION

- Speakers are not guaranteed solo sessions/keynotes. Confirmed speakers may be paired with speakers from other companies to speak on different angles and perspectives of a similar topic.
- Sessions vary in length. Typically, workshops and panels will be 60-75 minutes in length. Case study presentations are typically 10-15 minutes and paired with other company case studies as part of a 60-75 minute session.
- Audience Q+A / engagement is a part of all sessions.

SUBMISSION REQUIREMENTS

Session Descriptions are required for every submission. Your submission will **not** be reviewed without a session description. You may submit your session description using the text box on the form or you may attach a word or PDF document.

For Workshops:

- A paragraph describing your workshop
- 3-5 bulleted key benefits or takeaways attendees will gain
- How you intend to create an interactive session.
 - For virtual speakers, you will have the following tools available: Slides, polling, video files, group chat, and the option for participants to be on video in breakout rooms.
- *Optional:* Any tools you may include in your session

For Next Practice Sessions and Case Studies:

- A paragraph describing your success story or case study that includes:
 - **Problem/Concept** - What is the challenge, how did you identify the challenge, and how did you decide on this specific one?
 - **Process/Adoption** - How did you get your initiative off the ground? Who are the key stakeholders to leverage internally or externally and how did you engage them?
 - **Solution/Execution** - What was the solution and how was it implemented?
 - **Results/Measurements** - How did you measure the impact? What metrics did you use or what metrics are you considering as you build the project out further?
 - **Application/Scale** - How can this initiative be used, applied, or scaled across a variety of companies or industries?
 - Any other how-tos, critical steps, key takeaways or learnings from your initiative.

For Hot Topic and Other Sessions:

- A paragraph describing your proposed topic

EVENT DATES AND DETAILS

Each page that follows in this guide outlines conference-specific information including target audiences and content focus areas.

- **Global EmERGE Leadership Summit:** April 15 (Hybrid, Virtual + In-person in London)
- **EmERGE Leadership Summit:** May 6-7 (Hybrid, Virtual + In-person in NYC)
- **Multicultural Women's National Conference:** June 27-28 (Hybrid, Virtual + In-person in Chicago)
- **WorkBeyond Summit:** October 25 (Hybrid: Virtual + In-person in NYC)
- **Diversity Best Practices Member Conferences:** April 18, 2024 (Virtual), July 11, 2024 (Virtual), December 12 (Virtual)

Global EmERGe Leadership Summit: April 15

Hybrid: Virtual + In-person in London

Target audience: Global ERG and BRG Leaders/Program Managers/Executive Sponsors/DEI or HR Professionals

Objective: To provide tools, resources, and practical examples to empower Global ERGs to navigate the global landscape and global policies surrounding ERGs and DEI programs.

Topics may include:

- Leading with Impact: Delivering the Quantifiable and Qualitative Narrative
- Design for the Future
- Role of AI in the Workplace and its Impact
- Leveraging ERG to drive production gain, cost savings and increase revenue growth
- Strategic Models of Deploying Global ERG Initiatives
- Wellness & Mental Health

EmERGe Leadership Summit: May 6-7
Hybrid: Virtual + In-person in NYC

Target audience: ERG Leaders/ERG Program Manager/Executive Sponsors/DEI or HR Professionals

Objective: To provide tools, resources, and practical examples to empower ERGs to increase their business impact and effectiveness.

Topics may include:

- **Employee Resource Group Frameworks:** Governance, Structure, Starting New ERGs and Succession Planning
- **Employee Resource Groups in the Corporate Ecosystem:** Effectively working with DEI Councils, Talent Attraction, Focus Groups, and/or ESG
- **Navigating ERGs in Volatile and Uncertain Times:** Leveraging ERGs for Response to Current Events including Disaster Relief, and/or Maintaining ERG Strength through Budget Cuts and DEI Re/De-Prioritization
- **Measuring Success and Impact:** Highlighting the business impact of ERGs through data and Aligning ERG metrics with corporate goals and objectives
- **Leadership Development for ERG Leaders:** Career Development, Individual Brand Development, Relationship Building, Motivating, Influencing without Authority, and Development Programs for ERG Leaders
- **Intersectional Initiatives and Cross-Collaboration:** Working across various dimensions of diversity to meet the needs of all ERG members and employees
- **ERG Impact Case Studies:** Successful initiatives, partnerships, events or trainings that made a significant impact in the area of business impact, talent impact, culture impact, and/or community impact.
- **Engaging Frontline and Deskless Employees**
- **Executive Sponsors, Mentorship, and Sponsorship**

Multicultural Women's National Conference: June 27-28

Hybrid: Virtual + In-person in Chicago

There are three focus areas for the Multicultural Women's National Conference: Leadership Development/Skill-Building, Organizational Next Practice, and Women in Tech. Please read the descriptions for each. You will be asked to indicate which focus area and topic you will be covering on the submission form.

LEADERSHIP DEVELOPMENT/SKILL-BUILDING

Target audience: High potential, high-achieving and mid-level multicultural women from a wide variety of industries

Objective: To provide tools and resources for multicultural women to grow and thrive in their careers.

Topics may include:

- Building Generational Wealth for Multicultural Women and Families
- Leading Divisive Conversations
- Leading Conversations Around Race/Ethnicity/Identity
- Storytelling / Personal Brand
- Wellness

And:

- Storytalks -inspiring, motivational stories / mini keynotes from women leaders on resilience, advancement and achievement

ORGANIZATIONAL NEXT PRACTICE

Target Audience: DEI Practitioners, HR/Talent/Benefits/Learning & Development Leaders

Objective: To provide tools and resources for DEI Practitioners and Program Managers to support the recruitment, retention and advancement of multicultural women in the workplace

Topics may include:

- Future of Work/Hybrid Work Best Practices
- Importance of Intersectionality and Identities for Gen Z and Across Generations
- Managing DEI Fatigue and Ageism
- Measuring Inclusion and Setting Standards for Organizational Inclusion
- Building Stronger Asks for Your Allies / Strengthening Relationships with Men
- Strategies to Engage, Support and Retain Multicultural Women
- Mental Wellness in the Workplace
- Career Pathing for Multicultural Women
- Accountability in DEI Leadership
- Sponsorship and Mentorship

- Other

WOMEN IN TECH

Target audience: Women in technology roles across a wide variety of industries and their DEI/HR supporters

Objective: To provide inspiration and strategies for women in tech to be impactful in their organizations and communities

Topics may include:

- Tech for Good
- Innovation and Tech Trends
- Inclusive Design
- Other

WorkBeyond Summit: October 25

Hybrid: Virtual + In-person in NYC

There are three different focus areas for the WorkBeyond Summit: Leadership Development/Skill-Building, Organizational Next Practice, and Hot Topics/Trends. Please read the descriptions for each. You will be asked to indicate which focus area and topic you will be covering on the submission form.

LEADERSHIP DEVELOPMENT/SKILL-BUILDING

Target audience: HR & DEI Practitioners

Objective: To provide tools and resources for increasing capabilities of DEI and HR leaders and helping all employees to grow and thrive

Topics may include:

- Mental Health / Wellness
- Managing Polarities
- Navigating Politics in the Workplace
- Upskilling
- Cultural Competence
- Other

ORGANIZATIONAL NEXT PRACTICE

Target Audience: DEI Practitioners, HR, Talent Acquisition, Learning & Development

Objective: To provide tools and resources for DEI Practitioners and HR, Talent Acquisition, Learning & Development leaders to support employee well-being and advance inclusive and flexible workplace cultures

Topics may include:

- Higher Ed Partnerships
- ESG and Financial investments
- Board Accountability
- Wealth Management / Financial Literacy
- Family Planning Benefits and Other New/Emerging Benefits
- Managing Gen Z / Generational Inclusivity
- Rebuilding Connectivity Post-Covid
- Supporting New Hires with Connections/Communication and Networking Skills
- Inclusive Practices for Introverts in Hybrid Workplaces
- Organizational Ombudsmen to Mediate Conflict

- Beyond Remote Work: Embedding Flexibility in the Workplace
- Inclusion for All: LGBTQ, Disability, and beyond
- Off/On-Ramping Next Practices
- Other

HOT TOPICS/TRENDS

Target Audience: DEI Practitioners, HR, Talent Acquisition, Learning & Development

Objective: To provide tools and resources for DEI Practitioners and HR, Talent Acquisition, Learning & Development leaders to consider forward-thinking trends to fold into their work

Topics may include:

- Gen Z in the Workplace
- Artificial Intelligence
- Menopause Benefits
- Corporate DEI Effects of the SCOTUS Affirmative Action Decision
- Flourishing and Purpose
- Four-Day Workweek
- Universal Design and Ambient Work
- Navigating Anti Human Rights Legislation
- Changing Roles of Caregiving
- Navigating “Anti-Woke” Conversations While Serving Employees and Engaging Gen Z
- Other

Diversity Best Practices Member Conferences

There are quarterly Diversity Best Practices (DBP) Member Conferences throughout the year. These member-only conferences cover everything from cutting-edge talent strategies to next practices in DEI.

- April 18, 2024 – Using Data and Metrics to Tell the Story – Moving from Business Case to Business Impact (Virtual)
- July 11, 2024 – ERGs at a Talent (Retention) Strategy (Virtual)
- December 12, 2024 – Seramount Advisory's State of DEI and Big Bets for 2025 (Virtual)

Target audience: Any business leaders with roles in DEI at their organizations including by not limited to DEI Practitioners, Talent Acquisition and Talent Management Leaders, ERG Leaders, HR Managers and Business Partners, Learning & Development Managers/Directors, DEI Council Members/Leaders

For Diversity Best Practice Member Conferences and Events, we're seeking speakers with expertise in the following areas:

- Career Journeys: Career Pathing, Career Mapping and Succession Planning
- Learning and Development
- People Manager Trainings and Awareness Programs
- Advancement Programs: Sponsorship and Mentorship
- Stay Interviews
- Employee Engagement Surveys
- Leveraging People Analytics to Drive Programming Decision Making
- AI in Talent