**2025 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 2025 Seramount Events and is optimized to allow speakers to submit for consideration at multiple events.

DEADLINE
Submissions are accepted on a rolling basis through **January 1, 2025.**

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 6-8 weeks after submission, 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.
  o An application is not a guarantee for an exploratory call.
  o 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 2025 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.
- Speakers are paid on a case-by-case basis. Compensation eligibility depends on various factors including company affiliation. Seramount partners and employees of similar corporate entities are not eligible for compensation. We work with paid

speakers to cover any necessary travel costs and meet speaker rates within our budgets for keynotes, workshop delivery and occasionally panel and other presentations. Please inquire within if you have further questions on speaker payment.

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 included target audiences and content focus areas.

- **Global EmERGe Leadership Summit**: April (Hybrid, Virtual + In-person in London)
- **EmERGe Leadership Summit**: May (Hybrid, Virtual + In-person in NYC)
- **Multicultural Women's National Conference**: June (Hybrid, Virtual + In-person in Chicago)

- **WorkBeyond Summit:** October (Hybrid: Virtual + In-person in NYC)

<u>**Global EmERGe Leadership Summit**</u>
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:

- Advancing ERGs: Articulating Business Value
- Assembling Global Teams
- Engaging Frontline Employees
- Future of DEI
- Executive Sponsor Impact
- Leveraging ERG Work for a Career in DEI
- Investing in Employees
- Leadership Needs Across Generations
- Leadership Skills to Prioritize in 2024
- Neurodiversity
- Retaining Talent
- Socioeconomic Inclusion
- Sponsorship Program Benefits

EmERGe Leadership Summit
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:

- Accessibility
- Advancing ERGs: Articulating Business Value
- Assembling Global Teams
- Civility in the Workplace: Fostering Respectful Conversations
- Engaging Frontline Employees
- Disability Rights
- Executive Sponsor Impact
- Future of DEI
- Leveraging ERG Work for a Career in DEI
- HR Leader Burnout
- Investing in Employees
- Leadership Needs Across Generations
- Leadership Skills to Prioritize in 2024
- Navigating Legal Risks and the Overturn of Affirmative Action
- Neurodiversity
- Supporting All Employees Post Election
- Psychological Safety
- Pushback on DEI and "Woke" Values
- Retaining Talent
- Safeguarding DEI
- Socioeconomic Inclusion
- Sponsorship Program Benefits
- Upskilling
- Work-Based Learning Programs

Multicultural Women's National Conference
Hybrid: Virtual + In-person in Chicago

Topics may include:

- Accessibility
- AI Experimentation
- AI in Talent
- Defining Flexible Work
- Future of DEI
- Gender Discrimination
- Improving Employee Financial Health
- Leadership Skills to Prioritize in 2024
- Navigating Legal Risks and the Overturn of Affirmative Action
- Pushback on DEI and "Woke" Values
- Reprioritizing DEI While Navigating the Economy
- Retaining Talent
- ROI on ESG Investments
- Building Generational Wealth
- Socioeconomic Inclusion
- Sponsorship Program Benefits
- Upskilling
- Women on Boards
- Women in Tech: Tech for Good
- Women in Tech: Innovation and Teach Trends
- Women in Tech: Inclusive Design

Topics may include:
- Accessibility
- Age Bias for Workers 50+
- AI Experimentation
- AI in Talent
- Anti-DEI Movement Expansion
- Assembling Global Teams
- Civility in the Workplace: Fostering Respectful Conversations
- Defining Flexible Work
- Disability Rights
- Future of DEI
- Planning for Gen Alpha in the Workforce
- Hiring in Economic Uncertainty
- HR Leader Burnout
- Improving Employee Financial Health
- Inclusive AI: Mitigating Bias, Ethical Development and Practice
- Investing in Employees
- Leadership Needs Across Generations
- Menopause Benefits
- Navigating Legal Risks and the Overturn of Affirmative Action
- Neurodiversity
- Performance Review Bias
- Supporting All Employees Post Election
- Preparing Gen Z for the Workforce
- Psychological Safety
- Pushback on DEI and "Woke" Values
- Reprioritizing DEI While Navigating the Economy
- Retaining Talent
- Retirement Anxiety
- ROI of Corporate Learning
- ROI on ESG Investments
- Safeguarding DEI
- Building Generational Wealth
- Sponsorship Program Benefits
- Upskilling
- Work-Based Learning Programs