2027 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 2027 Seramount Events and is optimized to allow speakers to submit for consideration at multiple events.

DEADLINE
Submissions are accepted on a rolling basis through **April 1, 2027.**

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.
    - 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 2027 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.

- **EmERGe Leadership Summit**: April/May 2027 (NY/NJ + Virtual)
- **WorkBeyond Summit:** October 2027 (NYC + Virtual)

EmERGe Leadership Summit

Hybrid: Virtual + In-person in NYC/NJ

April/May 2027

US EmERGe brings together Employee Resource Group (ERG) leaders, members, and practitioners to explore how ERGs and inclusion leaders are driving measurable impact across organizations. We're looking for sessions that go beyond inspiration—show us what's working right now.

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

We're especially interested in proposals that:

- Demonstrate how ERGs are driving **business impact, talent outcomes, and culture change**
- Share **practical, replicable strategies** for engaging employees and influencing leadership
- Highlight **manager-level action** as a critical lever for change
- Address today's realities: **resource constraints, evolving expectations, and external pressure**

Topics may include:

Employee Resource Groups (ERGs)

- ERGs as Strategic Drivers: Influence, Impact, and Business Alignment
- Sustaining ERGs Under Scrutiny: Legal Risk, Backlash, and Advocacy
- Evolving the Role of ERG Leaders: From Community Builders to Change Agents

Leadership

- Inclusive Leadership in Action: Behaviors That Build Trust and Drive Results
- From Allyship to Advocacy: Using Power to Drive Change
- Leading Through Pressure: Navigating Backlash, Burnout, and Uncertainty
- Manager Effectiveness at Scale: The Make-or-Break Layer of Leadership
- Redesigning Leadership Systems: Accountability, Incentives, and Culture

Metrics & Accountability

- Proving Impact: How ERGs and Leaders Demonstrate Value
- From Activity to Outcomes: Measuring What Actually Changes
- Balancing Compliance, Risk, and Inclusion in Today's Environment

Talent

- ERGs as Talent Engines: Driving Attraction, Retention, and Mobility
- Skills-Based Hiring and Expanding Access to Talent
- Retention and Engagement in a Changing Workforce
- Supporting a Multigenerational Workforce (Gen Z to Un-Retirement)
- Caregiving, Benefits, and the Evolving Employee Value Proposition
- Advancing Talent: Mobility, Succession, and Workforce Planning

Future of Work

- AI and the Workforce: What It Means for Jobs, Skills, and Equity
- AI, Bias, and Ethics: Building Fair and Inclusive Systems
- Reskilling and AI Literacy: Preparing the Workforce for What's Next
- Designing Work for Humans: Connection, Flexibility, and Experience
- Hybrid Work, Productivity, and Workforce Design

WorkBeyond Summit

Hybrid: Virtual + In-person in NYC

October 2027

WorkBeyond Summit explores how work is evolving—and what leaders must do now to stay ahead. This is where talent strategy, inclusion, workforce trends, and innovation intersect. We're looking for forward-looking, grounded perspectives on what's next.

We're especially interested in proposals that:

- Examine how **AI and technology are reshaping work, skills, and equity**
- Address **workforce shifts**: generations, caregiving, health, and employee expectations
- Explore the impact of **legal, political, and societal change** on organizations
- Offer **practical insights** into designing the future of work—not just predicting it

Topics may include:

Talent

- ERGs as Talent Engines: Driving Attraction, Retention, and Mobility
- Skills-Based Hiring and Expanding Access to Talent
- Retention and Engagement in a Changing Workforce
- Supporting a Multigenerational Workforce (Gen Z to Un-Retirement)
- Caregiving, Benefits, and the Evolving Employee Value Proposition
- Advancing Talent: Mobility, Succession, and Workforce Planning

Future of Work

- AI and the Workforce: What It Means for Jobs, Skills, and Equity
- AI, Bias, and Ethics: Building Fair and Inclusive Systems
- Reskilling and AI Literacy: Preparing the Workforce for What's Next
- Designing Work for Humans: Connection, Flexibility, and Experience
- Hybrid Work, Productivity, and Workforce Design

Hot Topics

- Navigating Political and Legal Challenges to Inclusion
- The Future of Inclusion: Evolution, Rebranding, or Retreat?
- Scaling Back or Reprioritizing Investment: Doing More with Less
- Public Perception, Brand Risk, and Organizational Trust
- Health Equity and Inclusive Wellbeing Strategies
- Financial Wellbeing and Generational Wealth Gaps