

SHRM® Annual Conference & Expo

Tracks

Comp, Benefits & Well-Being

As the demands of the modern workforce evolve, compensation and benefits packages must keep pace. By exploring topics such as health care, pay equity, sustainable wellness programs, mental health, stress management and more, you'll gain best practices and proven tactics for staying competitive and retaining your organization's most valuable resource: its employees.

Workplace Culture, Empathy & Work Life Integration

Comprised of written and unwritten rules and values, culture is unique to each workplace. Strong workplace cultures embrace and foster diverse talents so all employees can thrive. HR plays a key role in creating this environment. In this track, you'll hear replicable success stories, gain actionable insights and pick up resources to help you support and improve the culture in your workplace.

Employment Law & Regulations

Help protect your organization from liability and minimize legal risk by staying current with the latest changes in workplace laws, legislation and HR policy. From federal legislative compliance to investigation documentation to updates on harassment legislation and the unique legal issues specific to California, these sessions will help you stay on top of the most pressing legislative priorities in the world of work. Specific topic areas in this track will include compliance, employment law, pending legislation, risk management, safety, as well as HR policies.

Global HR

Understanding how your organization operates in a global context is essential for a successful HR strategy. From managing diverse virtual teams to communicating across the world to talent management, it is important to understand how to operate an organization's HR function on a global scale. Sessions in this track provide a comprehensive look at the current and emerging global business trends that all HR practitioners need to know in today's ever-changing world.

HR Department of One

Running HR functions as a department of one requires balancing strategic planning with the necessary day-to-day tactical duties. Often pulled in different directions, working in solidarity has its own set of challenges when it comes to managing various priorities. This track takes a deep dive into the most pressing challenges of a solo HR practitioner so you can garner tips and tools needed to excel.

HR Technology & Data Analytics

Technology advancements and innovations are at the core of many shifts and transformations in today's HR practices. When implemented correctly, technology can facilitate easy management of data and streamline processes to be both efficient and more accurate in HR work. These sessions will showcase current and emerging technology trends—from data integrity to artificial intelligence (AI) to startups—and how they are impacting the workplace. You will gain a deeper understanding of these data trends and how to use them in your day-to-day work.

Diversity, Equity & Inclusion

Achieving inclusion at work goes far beyond simply building a diverse workforce. HR plays a leading role in bridging that gap in your organization. Discover best practices for building and engaging an inclusive and diverse workforce where everyone can thrive. Sessions will cover topics such as unconscious bias, leveraging untapped talent pools and more to help you elevate your I&D work.

Leadership & Personal Growth

Whether you're ready to take on greater responsibilities, coach teammates to achieve their fullest potential, or interested in new ways of exploring emotional, intellectual and career fulfillment, these sessions will guide your professional and personal growth. This track will help you level up your skills and take the next steps in leadership development.

People & Talent Management

With an aging population, a growing skills gap and a competitive job market, it is critical for HR and people managers to train, engage and motivate employees. Sessions in this track will tap into the various aspects of the employee lifecycle such as onboarding, retention, performance management, employee engagement, as well as learning and development so you can glean new strategies for talent management success.

Recruitment & Talent Acquisition

Having the right talent is key to advancing your organization's revenues and mission. But the competition for talent is as fierce as ever. This track will help you hone your ability to best identify, attract and screen talent both externally and internally so you can expand your toolbox with new strategies and tactics. Sessions will focus on leading-edge talent acquisition and "next" practices for recruitment across industries and functions.

Strategic HR

Strategic HR supports long-term business goals and helps position an organization for success. Understanding and identifying your organization's business objectives is a first step in impacting overall business strategy. By focusing on the unique role HR can play in strategic direction, this track will help you foster change management initiatives, enhance organizational effectiveness and facilitate long-term, strategic planning.