

# SHRM® Talent Conference and Expo

## Tracks

### 1. Engagement & Retention

Employee turnover and poor performance can be extremely costly and disruptive to organizations, which makes retaining high-performing talent key. But how is that done? Learn tips to improve relationships between employees and organizations, develop effective strategies to address appropriate performance expectations and gain knowledge on how to implement effective practices that contribute to a positive organizational culture.

### 2. Sourcing and Recruiting

Talented people are a competitive advantage. The first challenge here is to find these people, connect with them, and convince them of the value of joining your organization. The second challenge is to assess and refresh the sourcing and recruiting strategies continuously. This way HR can have access to a diverse group of candidates with the most current and relevant skills.

### 3. HR and Talent Acquisition Strategic Planning

Taking a strategic approach to talent acquisition helps the HR team align its activities with the organization's long-range business goals and strategies. It allows HR to extend its focus beyond immediate staffing needs to the task of acquiring the workforce the organization will need in the future. In the same way that organization leaders consider environmental factors in setting business strategies, HR leaders must understand how internal and external factors can shape their talent acquisition strategy.

### 4. Talent Selection Process

The talent selection process is critical to obtaining new employees in the most efficient manner—minimizing hiring time and costs—and to hiring employees who will succeed in the job and thrive in the organization. In addition, there are ever-changing legal implications to the selection process to be aware of. These sessions will serve as a guide to source, screen and select the very best candidates to join your organization. This track will focus on recruitment and talent acquisition's best practices across industries and functions to help you hire faster, smarter and easier than ever.

### 5. Technology & Data Analytics

Technology and data are at the core of many shifts, transformations, and catalysts for decision making. When implemented correctly, technology can facilitate easy management of data and streamline processes—to be both efficient and accurate. 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, as well as how you can understand data trends and how to use them.

### 6. Diversity, Equity & Inclusion

As a Talent professional, it is important to connect the dots and bridge the gap between a diverse workforce and one that is truly inclusive. These sessions will help you to bridge that gap in your organization – by learning best practices for building and maintaining a diverse workforce that thrives together in a truly inclusive environment.

### 7. Leadership & Development

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 you on how to bridge the gap between manager and leader—and grow personally.