

## NCHRA Strategic HR Metrics & Analytics Conference

The seventh annual Strategic HR Metrics & Analytics Conference will be held in San Francisco on February 10, 2011. You are invited to submit a presentation proposal. Your complete presentation proposal is due no later than September 25. See below the information required.

Based on past experience, we expect 100 – 150 HR professionals and executives to be in attendance, and it is one of the largest HR analytics conferences in the country. The event is supported by the Northern California Human Resource Association ([www.NCHRA.org](http://www.NCHRA.org)).

This Conference targets HR professionals and leaders seeking to improve their skills and to garner analytic tools and frameworks to help them plan, propose, implement, assess, and communicate the impact of people-related programs and practices. The invited presentations address innovative, yet practical, concepts and examples that can be of immediate use to attendees. It is essential that presentations will include actionable tools and resources, and that application by attendees **not** depend on proprietary information, products or consulting services.

Presentations can involve any area of HR (staffing, compensation & benefits, organizational change, HRIS, engagement, succession, performance management, etc.) and any analytics approach (scorecarding, benchmarking, ROI, impact analysis, predictive modeling, performance measurement, etc.). Our goal is to present a variety of non-traditional applications and approaches, and to have attendees leave saying "I never thought of that!" Priority will be given to practitioners who are able to present case studies of projects and lessons-learned (including failures) from their own workplace.

Presentations are 90 minutes in length and generally include a highly interactive component, in the form of a short lab, exercise, or workshop component (attendees will be seated in 8-person rounds). If you are a practitioner who has not presented this material before, we are prepared to work with you on structuring your presentation and the interactive component.

Your proposal should include all of the following and be sent to [MetricCon@HRFutures.net](mailto:MetricCon@HRFutures.net).

- Program title
- Compelling program description (100 words or less)
- Four to six key learning objectives
- Specific resources that will be provided to attendees
- Presenter's background/bio
- Date and audience of similar presentations by presenter
- Contact information including name, title, organization, email, phone and best times to call

Please note that the conference budget does not allow for payment of honorarium or travel expense.

Comments, suggestions and questions can be directed to the Conference Chair, Steve McElfresh, Ph.D at [SteveM@HRFutures.net](mailto:SteveM@HRFutures.net).