

- Speaker Qualifications – Energetic, dynamic and engaging. Must possess length and depth of experience and be an expert in their topic.
- Relevance and timeliness of topic to attendees and high level of interactivity
- Objectives –objectives meet the CalSHRM Conference Category topic descriptions and are achievable during a 1 to 1.5 hour presentation
- Takeaways: tool, skill, or materials provided with practical applications for participants
- Delivery Method – Reflects best practices to include **participant-centered learning** and adult learning theory, whether in person or virtually.
- Philosophy and Training Style – Reflects best practices of facilitated learning as defined in the SHRM HR Competency for human resource development
- Resources and Materials for Development – Reflects thorough analysis of the latest research and material available from recognized expertise
- Speaker topics for CalSHRM Conference matching or similar to those listed above.
- Presentation and topic have been successfully developed and delivered for other audiences.

Speaker Compensation

Speakers typically share as a member of the business community. Typically, there is no compensation for a learning session or reimbursement for personal expenses. However, certain seminars, education courses and keynote session fees and expense reimbursements may be considered on a case-by-case basis for speakers. Speakers wishing to seek fees and reimbursement for travel/lodging should note this in their speaker application.