



CCHRA the premier HR association on Cape Cod is seeking program speakers for the following topics:

- *Massachusetts Paid Family and Medical Leave Act – Compliance obligations and best practices*
 - *Steps that can be taken to create a COVID -19 “liability shield” for your workplace*
 - *The interactive reasonable accommodation process under Massachusetts and Federal law*
 - *Conducting an effective risk assessment*
 - *Among others*
 - *Model remote working arrangements (policy and practice) –*
 - *Risk Management*
 - *Employee Productivity*
 - *Effective Performance Management*
 - *Establishing positive employee relations and leading effectively when COVID-19 is creating a “new normal”*
 - *Remembering the importance of praise and celebrating the bright spots while leading in crisis*
 - *What the first several months of this pandemic have taught us about ourselves, our teams, our needs and how we work –*
 - *What should we celebrate?*
 - *Where can we improve?*
 - *Taking care of you!*
- Facilitated Discussion***
- *Information Systems and Technology – Recommendations for optimizing efficiencies as we all spend less time in “the office”*
 - *Keeping HR resilient – Remaining focused on core functions and support while being nimble in responding to stressful developments –*
Facilitated discussion
 - *How to conduct investigations remotely*

If you are a speaker who has other program topics that you feel may be of value or interest to our membership, please forward your information to us. We would love to hear from you.

Call for Speakers

CCHRA monthly meetings

Introduction:

The Cape Cod Human Resources Association is currently seeking proposals from speakers to present at monthly membership meetings. Cape Cod Human Resources Association strives to provide relevant, informative human resources topics to our membership from experienced, reputable speakers.

About CCHRA:

The Association is comprised of Human Resource Professionals representing industries from the Cape & Islands in the areas of education, finance, government, health care, hospitality, manufacturing, and professional services. Membership shares the common goal of advancing the profession of human resource management.

Monthly membership meetings are held September through June which feature a guest speaker whose topic is of HR management interest. The interests are diverse in nature and in the past topics presented touched upon the areas of affirmative action, leadership, employee assistance, training, legal issues, compensation/benefits, compliance, workforce demographics, recruitment/selection, and health care. Occasionally, additional workshops are held to provide members with a greater depth of knowledge on current issues.

Due to the COVID pandemic, for the foreseeable future, all meetings will be held virtually via zoom or a similar webinar platform. Meetings are held in the morning and are one hour in length.

Proposals:

CCHRA is looking for experienced speakers with proven speaking ability. Speakers should be well versed in the topic they are presenting and be able to engage the audience through the exchange of ideas, experiences, and knowledge.

All Proposals must include the following criteria:

Biographical information on the speaker(s). If associated with a business, please include business information as well.

Detailed description on the topic to be considered for presentation (maximum of two pages)

Articulate learning goals for participants*

Contact information, including email address, and telephone for each speaker

CCHRA's focus is on educating our membership; we ask that speakers respect our focus by not showcasing or promoting the speaker's practice, services, or products.

Sponsorship opportunities are available for interested speakers or businesses, please contact Tammy Cunningham for further information.

Deadline:

Proposals will be considered on a rolling basis with preference being given by submittal date. Proposals can be sent to Tammy Cunningham, CCHRA Vice President/Program Chair, at TammyLCunningham@comcast.net. The Program Committee will review all completed proposals which meet the criteria outlined above and make the final selections from those that have passed the program committee's review.

Other Suggested topics for consideration:

- HR Metrics
- Leadership
- Coaching and managing performance
- Health care
- Mental Health
- Compensation and benefits
- Employee assistance
- Workplace investigations
- Union/labor relations
- Employee relations
- Succession planning
- Policy/procedures
- Legal updates
- Recruitment/selection
- Unemployment

Questions:

For additional information about the proposal submission process please contact Tammy Cunningham at TammyLCunningham@comcast.net or any member of the CCHRA Board of Directors.