

Call for Proposals
2025 DHRM HR Conference Agenda
Theme: HR Navigating the Winds of Change: Building a Resilient Workforce
Date: October 28-30, 2025
Location: Virginia Beach Convention Center
1000 19th Street, Virginia Beach, VA 23451

In today's fast-evolving business and social landscape, HR professionals are pivotal in fostering organizational growth and driving progress. The 2025 DHRM HR Conference will explore effective strategies and best practices for cultivating a dynamic workplace where talent thrives, and ideas take shape. Through 75 minutes of engaging sessions, expert insights, and interactive workshops, we will uncover HR solutions that not only adapt to change but actively shape the future of work.

Recent research highlights the importance of resilience in managing the workforce. According to Lengnick-Hall et al. (2011), resilient employees and organizations are better equipped to handle uncertainty and change, leading to sustained performance and long-term success. This underscores the need for HR strategies that strengthen adaptability and psychological resilience in employees, and is relevant to the state government workplace.

We will be providing keynote/general sessions as well as concurrent sessions, and are seeking dynamic speakers for both types of sessions.

Conference Goals

- Equip HR leaders with tools and strategies to drive organizational growth.
- Foster a culture that attracts and retains top talent.
- Share best practices for implementing advanced HR technologies and methodologies.

Key Focus Areas/Tracks

1 – Adapting to Change: The New Performance Management Process

Potential Session Topics:

- Best Practices for Performance Evaluations
- Aligning Performance Objectives with Organizational Success

2 – Leveraging Technology in HR: Training and Implementation

Potential Session Topics:

- Enhancing Recruitment and Talent Management
- HRIS/HCM System Best Practices for HR Operations
- Streamlining HR Processes Through Digital Tools

3 – Strengthening Workforce Resilience: Mental Health and Change Management

Workforce resilience is essential in today's dynamic workplace. This track will explore strategies for supporting employee well-being, fostering adaptability, and effectively communicating change.

Potential Session Topics:

- Core Competencies Coaching for Leadership Development
 - Mental Health and Resilience Strategies in Times of Change
 - The Psychology of Change: How to Support Employees Through Transitions
 - Communicating Change: Creating a Compelling Message
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4 – Employee Relations

Potential Sessions for HR Professionals:

- Understanding EEO Report Changes and Compliance Requirements
 - Best Practices for EEO Investigations and Policy Implementation
 - Setting Up an EEO Office: Procedures and Compliance
 - Conflict Resolution Strategies in the Workplace
 - Current and Emerging Issues in the Employee Relations Management
 - Respectful discipline/termination; ensuring consistent disciplinary actions while maintaining a culture of employee value
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5 – Knowledge Retention and Mentorship Programs

Potential Sessions for HR Professionals:

- Designing and Implementing a Successful Mentorship Program
 - Knowledge Retention Strategies for Workforce Sustainability
 - Coaching and Mentorship: How Leaders Can Guide Employee Growth
 - Fostering a Knowledge-Sharing Culture in Teams
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6 – Onboarding and Offboarding: Ensuring Smooth Transitions

Potential Sessions for HR Professionals:

- Using Technology to Streamline Onboarding and Offboarding
- Ensuring Compliance and Documentation in Employee Transitions

- Creating a Positive Onboarding Experience for New Employees
 - Effective Offboarding: Maintaining Relationships and Knowledge Transfer
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7 – Attract and Retain Top Talent: Recruiting

Potential Sessions for HR Professionals:

- Skills based hiring
 - Hiring Veterans and Military Spouses
 - Recruiting metrics – How to tell the recruiting story to leadership
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8 – Other

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Proposal Submission Guidelines for Keynote Speakers

- **Who Should Apply:** HR Professionals, Business Leaders, Consultants, etc.
- **Title:** Provide a clear and compelling session title.
- **Summary:** Submit a 150-250 word description of how presentation goes with the conference theme and can appeal to attendees. Identify speaking to large audience and include any research and/or background in these areas.
- **Speaker(s):** Include name, title, resume, and brief bio
- **Learning Outcomes:** Detail 3-5 specific takeaways for attendees.
- **Session Length:** Sessions should be approximately 60 minutes long. The session length includes introductions and Q&A.
- **Session Format:** Indicate your preferred format (e.g., workshop, panel discussion, case study presentation, interactive session). Provide a sample of material that will be presented. Standard PowerPoint template to be used, unless approval is granted for another format.

Proposal Submission Guidelines for Concurrent Session Presenters

- **Title:** Provide a clear and compelling session title.
- **Summary:** Submit a 150-250 word abstract outlining key content and objectives. Highlight the relevance to strategic decision-making and HR processes.
- **Presenter(s):** Include names, titles, resumes, and brief bios of all speakers.

- **Learning Outcomes:** Detail 3-5 specific takeaways for attendees.
- **Session Length:** Sessions should be approximately 75 minutes long. The session length includes introductions and Q&A.
- **Session Format:** Indicate your preferred format (e.g., workshop, panel discussion, case study presentation, interactive session). Standard PowerPoint template to be used, unless approval is granted for another format.

Helpful Tips for Proposals:

- Provide case studies, real-world scenarios, and practical solutions.
- Offer hands-on workshops with actionable tools and techniques.
- Highlight success stories and best practices to inspire new approaches.

Submission Deadline: All proposals must be submitted by **June 27, 2025**.

Submission Instructions: Submit your proposals via email to hrevents@dhrm.virginia.gov. For questions or additional information, contact the Virginia Department of Human Resource Management team at hrevents@dhrm.virginia.gov.

Decisions will be made on July 25, 2025. Selected proposals will require a signed Speaker Agreement, to include instructions for final presentation deadlines.

We look forward to your contributions and to shaping the future of HR together!