

CFP Guidelines for determining/selecting the HR functional area of your presentation submission. Note: The program committee will make the final determination of the appropriate track.

Compliance: Federal, state, and local workplace health, safety, security, and privacy and immigrations laws and regulations.

Employee/Labor Relations: Analyzing, developing, implementing/administering, and evaluating the workplace relationship between employer and employee, in order to maintain relationships and working conditions that balance employer and employee needs and rights in support of the organization's strategic goals, objectives, and values.

HR Skills Development: Tools for expanding HR development and growth by developing the core knowledge required for HR professionals as defined in the HR Certification Institute's body of knowledge.

Human Resource Development: Developing, implementing, and evaluating activities and programs that address employee training and development, performance appraisal, talent and performance management, and the unique needs of employees, to ensure that the knowledge, skills, abilities, and performance of the workforce meet current and future organizational and individual needs.

International: Responsibilities and knowledge needed to be a viable global HR professional. The GPHR Body of Knowledge encompasses: Strategic HR Management, Organizational Effectiveness & Employee Development, Global Staffing, International Assignment Management, Global Compensation and Benefits, International Employee Relations and Regulations.

Risk Management: Developing, implementing/administering and evaluating programs, plans and policies which provide a safe and secure working environment and protect an organization from liability.

Strategic Management: Developing, contributing to, and supporting the organization's mission, vision, values, strategic goals, and objectives; formulating policies; guiding and leading the change process; and evaluating HR's contributions to organizational effectiveness.

Total Rewards: Developing/selecting, implementing/administering, and evaluating compensation and benefits programs for all employee groups that support the organization's strategic goals, objectives, and values.

Workforce Planning & Employment: Developing, implementing and evaluating sourcing, recruitment, hiring, on-boarding, succession planning, retention and organizational exit programs to ensure the organization will achieve its goals and objectives.