

ATD 2026 OrgDev Conference
Call for Proposals (CFP)
Template

**This is for demonstration purposes only. You must submit your proposal in the online submission portal by April 1, 2026.*

Proposal Link: <https://www.abstractscorecard.com/cfp/submit/login.asp?EventKey=OGSAVFTK>

OrgDev is a three-day learning experience held in Indianapolis, Indiana from September 29 - October 1. During this time, 300+ individuals will come together to learn and network with their peers through educational sessions on topics such as culture, talent strategy and management, leadership development programs, and human resources. OrgDev is designed for individuals charged with developing people, organizational culture, and talent management who are focused on learning how to humanize their OD programs and create a productive and engaged workforce.

What we're looking for in OrgDev proposals

We're accepting proposals for sessions that strongly connect to one of the five key topics of the event below. The core theme of this year's conference will be focused on future-proofing your organization. Please keep this in mind while crafting your submissions on the topics below:

- Culture and People: *Crafting practices, policies, attitudes, and behaviors that create a healthy culture and productive work environment.*
- Leadership Development Programs: *Designing leadership development programs that leverage proven practices and current trends to engage, grow and prepare the next generation of talent.*
- Leveraging AI and Emerging Technologies: *Exploring the skills, strategy and ethical standards needed to leverage AI and the newest technologies in your organization.*
- Strategic Business Partner: *Partnering with senior leadership and advising on strategic initiatives that bridge organizational gaps and support organizational goals.*
- Talent Strategy and Management: *Developing practices that build an organization's engagement, capability, and capacity through the implementation and integration of talent acquisition, employee experience, retention, and deployment processes aligned to organizational goals.*

This year, there are two session formats you can choose from:

- Industry Insights:** These more traditional, lecture-style, **60-minute sessions** dive deep into topics, share practical ideas, and provide insights for attendees to apply on-the-job immediately. There may be interactivity in these sessions, but the majority of the time is speaker-focused.
- Knowledge in Action:** Are you planning a hands-on, workshop-style session where attendees will spend a significant portion of the time on discussions and activities? Propose it as a Knowledge in Action session. These interactive 60-minute sessions allow attendees to apply, experiment, and refine skills in real time.

This year's event will take place September 29 - October 1, 2026, in Indianapolis, Indiana, and we'd love to have you participate.

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Presenting at OrgDev is an opportunity to build your professional reputation and use your valuable insights to help others in the OD, TD, HR and L&D community.

To make it easier for you to be here, we offer one complimentary registration for the conference and one (1) nights' stay at the conference hotel for up to two session speakers.

Submitter:

First Name _____ Last Name _____ Email _____
Office Phone _____ Cell _____
Phone _____ Company/Organization _____
Position/Title _____ Address Line 1 _____ Address
Line 2 _____ City _____ State _____ Zip _____
Country _____

Task 1: Session Proposal

- **Proposal Title:** Please provide a title for your session limited to no more than 10 words. Please use title case rather than all caps or sentence case. Please refrain from using inappropriate or offensive words. ATD reserves the right to edit titles.
- **Proposal Type:** There are two (2) proposal types. Please select one (1) that aligns with the content in your proposal submission.
 - **Industry Insights:** These more traditional, lecture-style, **60-minute sessions** dive deep into topics, share practical ideas, and provide insights for attendees to apply on-the-job immediately. There may be interactivity in these sessions, but the majority of the time is speaker focused.
 - **Knowledge in Action:** Are you planning a hands-on, workshop-style session where attendees will spend a significant portion of the time on discussions and activities? Propose it as a Knowledge in Action session. These interactive 60-minute sessions allow attendees to apply, experiment, and refine skills in real time.
- **Topic:** Select one (1) topic. The tracks are Culture and People, Leadership Development Programs, Leveraging AI and Emerging Technologies, Strategic Business Partner, and Talent Strategy and Management.
- **Culture and People:** *Crafting practices, policies, attitudes, and behaviors that create a healthy culture and productive work environment.*
 - Communication and Team Building
 - Culture
 - Leading Change

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- Psychological Safety
- Well Being and Mental Health
- **Leadership Development Programs:** *Designing leadership development programs that leverage proven practices and current trends to engage, grow and prepare the next generation of talent.*
 - Emerging Leaders
 - Leadership Programs
 - Reskilling / Upskilling
- **Leveraging AI and Emerging Technologies:** *Exploring the skills, strategy and ethical standards needed to leverage AI and the newest technologies in your organization.*
 - AI and Emerging Tech in Talent Development
 - AI and Emerging Tech to Work Smarter for Practitioners
 - Ethical Use and Oversight
- **Strategic Business Partner:** *Partnering with senior leadership and advising on strategic initiatives that bridge organizational gaps and support organizational goals.*
 - Assessing Organizational Needs and Gaps
 - Becoming a Strategic Advisor
 - Building Influence
 - Consulting Skills
 - Leveraging Data and Analytics
- **Talent Strategy and Management:** *Developing practices that build an organization's engagement, capability, and capacity through the implementation and integration of talent acquisition, employee experience, retention, and deployment processes aligned to organizational goals.*
 - Becoming a Skill-Based Organization
 - Employee Experience and Engagement
 - Onboarding and Retention
 - OD Strategy

Level of Prior Knowledge Needed: Select one (1). Select the most appropriate level for this content.

- **Foundational:** Core concepts that are relevant for any practitioner regardless of experience level.
- **Advanced Practitioner:** For experienced practitioners with multiple years in the industry, for those looking for a new perspective or a deep dive on a topic.
- **Proposal Overview:** This section is for INTERNAL REVIEW USE ONLY. This section should provide an overview of what you will discuss in your session and what prerequisites would be needed to attend. Please consider this section a deeper dive into your subject matter and be written so we can understand precisely what will be delivered to attendees. Where

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possible, please demonstrate any technology resources and tools you will demonstrate or utilize in the session. Are these the key themes/topics/tools/approaches the session will touch on? There is not a character or word limit. (long response)

- **Subject Matter Background:** Please provide essential background on your subject matter/topic, (your years of experience in this area and what made you propose a session on this topic/subject matter. (long response)
- **Topic Importance:** Please explain why this topic is important to this audience or at this time in the industry for this conference? (long response)

Task 2: Session Description/Outcomes/Agenda

- **Session Description:** (*character limit is 750*) This is designed to be a short, succinct description of your session that, IF SELECTED, would be used for the public-facing program guide, app, website, and any potential marketing pieces. Write this directly to attendees as a quick pitch about why they should attend your session. Please don't simply repeat what you entered in the session proposal. Be sure to include any challenges you will address, describe potential solutions, or what attendees will gain by attending. (long response)
- **Session Outcomes:** One session outcome is REQUIRED. Up-to three preferred. These outcomes should demonstrate how a learner can apply learning and content from your session content to their work. Please use action verbs and action-oriented statements, such as explore, discover, utilize, apply, etc. When crafting your outcomes, consider how the attendees will be able to use the tools, skills, or concepts learned in your session to make an immediate impact at their organization or in their career. Outcomes should complete the sentence: After completing this session, participants will be able to: (long response)
- **Session Agenda:** Please provide a sample agenda detailing the timing, flow, and interactions you plan for your 60-minute session. This section should indicate how you will engage participants in hands-on or interactive activities. Your session plan should demonstrate how you will help participants reach the intended session outcomes for all proposal types. We are looking for an outline of the key subtopics you plan to cover and an idea of the flow. (long response)
- **What challenges or questions will this session help attendees solve?** (long response)
- **In one sentence summarize the key perspective the audience will leave with.** (long response)

Task 3: Submission Details

- Has this session been presented at any other event (including ATD events)? YES or NO
- If you answered YES, please list the name of the conference at which it was presented and the dates. Please enter N/A if you selected NO. (long response)
- If this has been presented before, is your plan to present the same version shared at past events, or do you plan to change it for the OrgDev audience in any way? Note: If you plan to make substantial updates for the OrgDev Conference, we recommend revising the session

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title and description, so it is clear to attendees that this presentation has content they haven't seen at any event before.

Task 4: Session Speaker Information

Speaker:

First Name _____ Last Name _____ Email _____
Office Phone _____ Cell _____
Phone _____ Company/Organization _____
Position/Title _____ Address Line 1 _____ Address
Line 2 _____ City _____ State _____ Zip _____
Country _____

- Are you a first-time speaker? YES or NO
- Which conference days are you available? OrgDev will be held from September 29 - October 1, 2026. All sessions will be presented in person in Indianapolis, Indiana. Please indicate the day(s) you can present. Tuesday September 29, 2026 Wednesday September 30, 2026 Thursday October 1, 2026 I am available to speak during any of the conference dates above.
- **Past Speaking Experience:** Have you spoken at a previous ATD event (OrgDev or International Conference & EXPO)? Select all that apply.
 - ATD 2019 International Conference & EXPO
 - ATD 2019 OrgDev Conference
 - ATD 2020 Fall Virtual Conference
 - ATD 2020 OrgDev Conference
 - ATD 2021 OrgDev Virtual Conference
 - ATD 2021 International Conference & EXPO
 - ATD 2022 OrgDev Conference
 - ATD 2022 International Conference & EXPO
 - ATD 2023 OrgDev Conference
 - ATD 2023 International Conference & EXPO
 - ATD 2024 OrgDev Conference
 - ATD 2024 International Conference & EXPO
 - ATD 2025 International Conference & EXPO
 - ATD 2025 OrgDev
 - None
- **Speaker Biography:** Please type or paste text that has no more than 500 characters. WE DO NOT HAVE YOUR BIO ON FILE. Therefore, you will need to add it to this field, or the submission will be incomplete.
- **Speaking Video:** We request a video submission to allow the Program Advisory Committee to assess your audience engagement and speaking skills. A well-prepared video can make your submission stand out, especially for competitive topics. Please review the video requirements on

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our website for more details. You must upload a past speaking video if you are a new speaker. Be sure to consult the video requirements checklist for full guidelines.

- **Speaker Headshot:** Please upload a digital image (a high-resolution, professionally produced portrait, if possible) for use in conference-related materials.
 - Formats: .jpg, .png, or .gif
 - At least 300 dpi.
 - At least 600x600.
 - Maximum file size to upload is 16MB.

By uploading a photo of yourself, you certify that you have the right to distribute the image and you release it for use on the program materials for the event.

Task 5: Speaker Submission Agreement & Conference Policies

I understand that if I am accepted as a OrgDev Speaker, I will **receive**:

- One (1) complimentary and non-transferable registration to the event.
- One (1) night complimentary at the conference hotel only.
- An opportunity to participate in an Author Meet & Greet, if applicable.

I understand that if I am accepted as a OrgDev Speaker, I will **do** the following:

- Provide a 10-30-second video describing why attendees should attend my session and what I plan to cover.
- Create a LinkedIn post to promote the upcoming event.

Commitment to Speak: Being invited to speak at an ATD conference is an honor and a privilege. By sharing your expertise, you make a valuable contribution to the profession's field of knowledge and to the individual learning of our participants. If you are selected, please view this opportunity as a commitment like any other and ensure that you can deliver the session by securing your organization's support and managing your workload and clients to keep this time open. We understand that things do happen and appreciate your advance notice in the event of extreme circumstances that prevent your attendance.

Honorarium, Lodging & Complimentary Registration: ATD is a nonprofit educational association with a responsibility to its members to manage its resources carefully. Speakers will receive one (1) night hotel stay at the conference hotel only, plus tax and one complimentary full conference registration for the event. Delivering an education session is voluntary and unpaid. The speaker's individual travels are at their own expense.

Noncommercial Policy: ATD conference education programs are learning experiences first and foremost, and as such must be noncommercial in content and delivery.

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Code of Conduct

- Refrain from overt statements, harsh language, or pointed humor that disparages any individual or group's rightful dignity and social equity.
- ATD is committed to providing a professional, friendly, and welcoming learning environment for everyone at our events, regardless of gender, sexual orientation, disability, race, ethnicity, religion, national origin, or other protected classes. Speakers must commit to upholding the [ATD Code of Conduct](#) throughout their engagement at OrgDev.

Proposal Considerations

- ATD continues to seek and provide a balanced slate of speakers with a diversity of backgrounds, viewpoints, and organizational affiliations.
- Each individual or organization may submit up to two (2) speaking proposals. Any proposals submitted in excess of this limit will be deleted from the system based on your colleagues when submitting from large organizations.
- Proposals are selected based on the information submitted. Submitters are expected to follow the instructions carefully and supply all requested information. Missing or incorrect information could make the proposal ineligible for consideration. This refers to, but is not limited to, missing/incorrect speakers listed on the proposal.
- The number of speakers is limited to two per session.
- Exceptions to these limits must be pre-approved by ATD.

Intellectual Property: All work that you submit should be original to you. To the extent the work includes any third-party materials, ensure you have the appropriate permissions for using those materials and that the work does not infringe the rights of any third party, including copyright, trademark, and/or right of publicity.

I have read and agree to the above terms and conditions. Sign

Task 6: Finalize & Submit

I have reviewed the Speaker Conference Policies and the Speaker Submission Agreement and ensured that all steps have been completed in my submission. I understand that any incomplete steps will not have a green check mark next to them. I understand this proposal submission can be changed until the deadline (April 1, 2026).

I have read and agree to the above terms and conditions. Sign