GLOBAL HR COMMUNITY (GHRC)
VOLUNTEER COMMITTEE

CONTEXT

The Global HR Community (GHRC) embodies a dynamic confluence of People Managers, HR Professionals, Business Leaders, Entrepreneurs, Academicians, and Students, united by a shared mission to foster innovation, knowledge sharing, and growth in the HR domain worldwide. At the heart of GHRC lies our guiding principles: **Connect, Learn, and Grow**. These principles reflect our commitment to building a strong foundation of collaborative networks, offering enriching learning opportunities, and facilitating professional and personal growth for our members. Our community is grounded in the ethos of being a collective that is "**of the Members, for the Members, and by the Members**," emphasizing our dedication to mutual support, shared success, and the advancement of global People practices.

To embody these guiding principles and achieve our community's goals, GHRC is introducing a range of committees. These committees represent the structural pillars of our initiatives, crafted to leverage the diverse talents and expertise within our ranks. By doing so, we aim to cultivate a vibrant, engaging, and productive environment where members can connect with peers, learn from each other's experiences, and collectively grow in their professional

journeys. Each committee is a conduit for innovation, offering members the chance to contribute to the community's direction and impact, thus ensuring that GHRC remains at the forefront of the HR field.

Each committee not only serves as a beacon of innovation but also empowers our members to actively contribute to and shape the future of People Managers & People side of Business. Moreover, these platforms present a unique opportunity for members to give back to the community, reinforcing our commitment to a symbiotic ecosystem where every contribution fuels our collective growth.

POLICY

This policy outlines the structure, roles, responsibilities, and deliverables associated with volunteering for and participating in GHRC committees. The committees are:

1. Social Media Committee

2. Content Committee

3. Academia Committee

4. Entrepreneurs Committee

5. Human Capital Development (Training & Development) Committee

6. Membership Committee

7. Sponsorship Committee

8. Student Committee

9. Events/Programs Committee

10. Technology Committee

11. Cultural Committee

12. CSR Committee

13. DEI Committee

Members are encouraged to volunteer for committees that align with their expertise and interest. Each committee will have 4-5 members in its Committee Leadership, selected through a transparent and inclusive process, to drive the activities and achieve the objectives of the committee.

ROLES & RESPONSIBILITIES

1. Committee Members:

- Contribute ideas and participate actively in committee meetings and activities.

- Collaborate with other members to fulfill the committee's objectives.

- Promote GHRC principles and activities within their networks.

2. Committee Leadership:

- Oversee the planning and execution of committee objectives and activities.

- Coordinate with GHRC Leadership Team and ensure alignment with GHRC guiding principles.

- Facilitate regular meetings and communication among committee members.

- Represent the committee in the broader GHRC community.

3. GHRC Leadership Team:

- Provide strategic direction and support to committees.

- Ensure resources are available for committee activities.

- Facilitate collaboration among different committees.

- Review and approve committee plans and initiatives.

Deliverables

Each committee is expected to produce specific deliverables, which may include but are not limited to:

1. Social Media Committee

Deliverables:

- Develop a comprehensive social media strategy that aligns with GHRC's goals, including content calendars, engagement plans, and growth targets for platforms such as LinkedIn, Twitter, Facebook, and Instagram.

- Monitor and report on social media analytics to understand engagement levels, audience growth, and content performance, adjusting strategies as necessary.

- Engage with the community by responding to comments, messages, and facilitating discussions, thereby fostering a vibrant online community.

2. Content Committee

Deliverables:

- Curate and create a diverse range of content, including articles, blog posts, whitepapers, and case studies that cater to the interests and professional development needs of GHRC members.

- Develop and maintain a content repository accessible to members, providing valuable resources for HR professionals.

- Organize and oversee webinars and podcasts with thought leaders, experts, and influencers in the HR field.

3. Academia Committee

Deliverables:

- Establish partnerships with academic institutions for joint research projects, internships for students, and opportunities for academic involvement in GHRC events.

- Design and implement initiatives that bridge the gap between academic research and HR practice, including translating academic findings into practical insights for HR professionals.

- Facilitate scholarship programs or academic awards to recognize and support research and education in HR.

4. Entrepreneurs Committee

Deliverables:

- Create networking opportunities and platforms for HR entrepreneurs to connect, share experiences, and collaborate on projects.

- Develop mentorship programs linking new HR entrepreneurs with experienced professionals and business leaders.

- Organize workshops and seminars focused on the unique challenges of starting and growing an HR-focused business.

5. Human Capital Development (T&D) Committee

Deliverables:

- Design, develop, and deliver training programs and workshops that address current HR challenges and skills gaps, leveraging both in-person and digital platforms.

- Collaborate with industry experts to provide certification courses or specialized training that enhances professional development for HR practitioners.

- Create a framework for continuous learning within GHRC, including a mentorship program and peer-to-peer learning sessions.

6. Membership Committee

Deliverables:

- Develop and implement strategies to grow membership, including targeted recruitment campaigns, member benefits programs, and engagement initiatives.

- Maintain an up-to-date membership database, ensuring accurate records and facilitating effective communication with members.

- Conduct surveys and feedback initiatives to understand member needs, satisfaction, and areas for improvement in GHRC offerings.

7. Sponsorship Committee

Deliverables:

- Identify and engage potential sponsors, partners, and advertisers who align with GHRC's mission and values, presenting them with tailored sponsorship packages.

- Manage relationships with sponsors, ensuring they receive promised benefits and recognition, and exploring opportunities for long-term partnerships.

- Create sponsorship reports detailing outcomes and ROI, facilitating transparent communication with current and potential sponsors.

8. Student Committee

Deliverables:

- Develop programs and initiatives specifically tailored to HR students, such as mentorship programs, internship opportunities, and student-led projects.

- Organize career fairs and networking events connecting students with HR professionals and organizations, facilitating career opportunities.

- Foster a community of HR students within GHRC, providing a platform for discussion, learning, and professional growth.

9. Events/Programs Committee

Deliverables:

- Plan and execute a calendar of GHRC events, including conferences, seminars, networking meetups, and online webinars, ensuring a diverse range of topics and speakers that appeal to GHRC's membership.

- Coordinate all aspects of event planning, from concept to completion, including logistics, marketing, speaker outreach, and post-event feedback collection.

- Develop virtual events strategies to engage members who cannot attend in-person events, utilizing webinars, live-streams, and online forums to foster participation and learning.

These deliverables outline a roadmap for each committee's contribution to GHRC's mission and the professional growth of its members. By achieving these deliverables, the committees will play a pivotal role in shaping a dynamic, resourceful, and forward-thinking HR community.

10. Technology Committee

Deliverables:

1. **Digital Transformation Initiatives:** Lead digital transformation projects within GHRC to streamline processes, enhance member experiences, and improve operational efficiency. This includes automating administrative tasks, enhancing digital communications, and providing members with easy access to resources and events.

2. **Innovation Hub:** Create an innovation hub within GHRC that encourages the exploration of emerging technologies such as AI, machine learning, and blockchain in HR practices. This includes organizing hackathons, technology showcases, and discussion forums to stimulate innovation within the HR community.

3. **Technology Partnerships:** Forge partnerships with technology providers, startups, and educational institutions to bring the latest technology solutions and insights to GHRC members. This also involves negotiating beneficial arrangements for GHRC, such as access to tools, platforms, or exclusive content.

11. **Cultural Committee**

Deliverables

- **Cultural Showcase Events:** Organize events, both virtual and in-person, where members can showcase their talents such as music, art, dance, photography, or any other non-professional skill.

- **Member Spotlight Series:** Implement a regular feature in GHRC's communications, such as newsletters or social media, highlighting individual members and their unique talents or hobbies.

- **Talent Collaboration Projects**: Facilitate collaboration projects that bring together members with complementary talents to work on collective creations, such as compiling a GHRC art book, producing a music video, or organizing a virtual photography exhibit.

12. **CSR Committee**

Deliverables:

- **CSR Strategy and Partnerships:** Develop a comprehensive CSR strategy that aligns with GHRC's values and goals, and establish partnerships with NGOs, social enterprises, and community organizations for collaborative projects.

- **Volunteer Programs**: Organize volunteer programs and community service initiatives, offering members opportunities to contribute to societal well-being, environmental conservation, and community development.

- **Sustainability Reporting**: Produce annual sustainability reports detailing GHRC's CSR activities, outcomes, and future plans, reinforcing transparency and accountability within and beyond the community.

13. **DEI Committee**

Deliverables

- **DEI Framework and Policy Development:** Develop and implement comprehensive DEI policies and frameworks that guide GHRC's programs, activities, and member interactions, ensuring an inclusive environment for all members.

- **Education and Awareness Programs**: Organize workshops, seminars, and training sessions to educate members about DEI issues, enhance cultural competency, and promote inclusivity in workplace settings.

- **Mentoring and Sponsorship Programs:** Establish mentoring and sponsorship programs to support underrepresented groups within the HR community. These programs can help facilitate career development and leadership opportunities for members who might otherwise face barriers.

Term & Commitment

- The committee leadership term is for two years on a pro-bono basis.

- Members are expected to commit time and effort to their respective committee's activities, with the understanding that the level of commitment may vary based on the nature and scope of the ongoing projects.

CONCLUSION

The formation and successful operation of these committees are pivotal to the growth and impact of the Global HR Community. Through the active participation and leadership of our members, GHRC aims to be at the forefront of HR innovation and excellence on a global scale. We invite our members to volunteer and contribute to this exciting journey, shaping the future of HR together.

These focused deliverables aim to leverage technology effectively to support the Global HR Community's mission, enhancing operational efficiency, member engagement, and providing a secure, enriching digital environment for personal & professional growth.

COME VOLUNTEER TO JOIN THE COMMITTEE

https://forms.gle/LsF1SnwqaCHwVjDU7