



NEXTWAVE

C H A N G E C O L L E C T I V E

Presented by ChangeSync



2027 CALL FOR SPEAKERS & PRESENTATIONS

About the Event

Arizona's premier change leadership conference! NextWave is designed to equip HR professionals, project managers, change management experts, and those leading strategic initiatives and innovation to shape the future of work.

NextWave offers full-day immersion into the current and future landscape of workplace AI, culture, and change leadership. Attendees walk away with practical strategies, stronger leadership skills, and a network of peers tackling workplace transformation head-on. This event is built for professionals who don't just adapt to change, they shape it.

Audience Overview

Expected Attendance: 100+ participants

Audience profile: NextWave reaches a concentrated audience of professionals who shape how their organizations adapt, communicate, and execute change. The audience includes project managers, HR leaders, executives, change management practitioners, and transformation leaders across healthcare, technology, education, financial services, utilities, consulting, and the public sector. This is a career-influencing, decision-shaping audience with responsibility for workforce alignment, culture, leadership, and operational execution.

Sampling of past attendees include:

- Boeing
- Intel
- Cisco
- MassMutual
- Baylor Scott & White
- Huron
- Starbucks
- Arizona State University
- Maricopa County Sheriff's Office
- Arizona Public Service
- Salt River Project
- Frost Bank
- Geico



Call for 2027 Speakers!

NextWave Change Collective is looking for **speakers with relevant, real-world experience** who can bring innovative practical tools, and credible insights to our audiences. We welcome voices from a range of backgrounds, including HR Professionals, Project Managers, Change Management Experts, Executives and People Leaders, and Leaders of Strategic Initiatives and Innovation; professionals whose experiences offer meaningful value for leaders shaping the future of work.

Speakers must have proven experience leading, researching, or implementing work related to workplace transformation, leadership, AI, employee experience, operations, organizational development, or organizational change.

Submissions Requirements

- Clear relevance to one of our speaker tracks/themes.
- Proven experience with the topic, whether through leadership, implementation, consulting, research, or hands-on practice.
- Practical takeaways attendees can apply immediately in their own organizations.
- The ability to connect strategy with action for both practitioners and decision-makers.
- A session style that is engaging, clear, and tailored to a professional audience.
- Willingness to customize content for the NextWave audience





Conference Theme & Speaker Tracks

NextWave Change Collective 2027:

Human By Design: Leading Change in the Age of AI
Scottsdale, AZ | Spring 2027 (exact date to be announced)

Thank you for your interest in speaking at NextWave Change Collective. We invite speakers who can bring practical, forward-looking ideas that help leaders navigate transformation and shape the future of work.

We have 10 approved tracks, and when you submit your proposal, please indicate the track/s that best align with your presentation. This helps us ensure your session reaches the right audience and supports a program designed to reflect the full range of conversations shaping change, culture, leadership, and AI in today's workplace.

Submit your completed proposal to:
nextwave_speaker@changesync.com

Speaker Tracks & Topics

1

AI, automation, and agentic work:

Examples

- From copilots to agents: what AI should do, what humans should own.
- Designing how to pair AI speed and human judgment.
- How to build trust in AI-assisted decisions and outputs.
- Practical AI adoption: use cases, guardrails, and lessons from implementation.
- Avoiding over-automation and "AI for AI's sake."
- AI governance and human-in-the-loop design.



Conference Theme & Speaker Tracks



2

Leadership in complexity:

Examples

- Sensemaking for decision-makers: how to spot patterns without oversimplifying complexity.
- Leading teams through nonstop disruption without burning them out.
- Adaptive leadership habits that work in volatile environments.
- How to make strategic decisions when everything is changing at once

3

Culture, trust, and belonging:

Examples

- Psychological safety in high-change environments.
- Belonging during transformation: keeping people connected through uncertainty.
- How culture can accelerate or stall AI and digital change.
- Values-based leadership in AI-enabled organizations.
- Rebuilding trust during major change.

4

Future of work design:

Examples

- Psychological safety in high-change environments.
- Belonging during transformation: keeping people connected through uncertainty.
- How culture can accelerate or stall AI and digital change.
- Values-based leadership in AI-enabled organizations.
- Rebuilding trust during major change.





Conference Theme & Speaker Tracks

5

Decision intelligence and governance

Examples

- Decision rights in complex organizations: who decides what, and why.
- Using AI to support decisions while keeping humans accountable.
- Building governance that enables speed instead of blocking it.
- From gut feel to decision discipline: improving quality at scale.

6

Learning, growth, and capability building

Examples

- Building a learning culture in the flow of work.
- Upskilling managers for the future of leadership.
- Continuous learning as a business strategy, not an HR program.
- How to make development more personalized, practical, and measurable.
- Turning capability gaps into enterprise advantage.

7

Talent, workforce, and people strategy

Examples

- The rise of skills-based organizations.
- Workforce planning in a world of constant change.
- How talent strategy must evolve for AI-enabled work.
- What leaders need to know about the future of roles and careers.





Conference Theme & Speaker Tracks



8

Operations and service transformation

Examples

- How operations leaders can drive transformation without disrupting service.
- Making process redesign part of workplace change.
- Translating strategy into execution across front lines and shared services.
- Operational excellence in a period of constant reinvention.

9

Customer experience and the human journey

Examples

- How to improve employee experience during major transformations.
- Making work more humane in an AI-shaped workplace.
- Balancing productivity, well-being, and performance in the modern workplace.
- Using employee journey mapping to reveal hidden pain points and opportunities.
- Creating experiences that help people feel informed, included, and capable during change.
- How EX can become a leading indicator of retention, trust, and adoption.

10

Ethics, risk, and digital trust

Examples

- Disinformation and the future of trust at work.
- How to protect data, identity, and authenticity in an AI-shaped workplace.
- Ethical guardrails for transformation leaders.
- The hidden risks of automation, bias, and synthetic content.
- Building trust-by-design into people, process, and technology decisions.

Speaker Criteria

NextWave Change Collective is looking for speakers with relevant, real-world experience

who can bring innovative practical tools, and credible insights to our audiences. We welcome voices from a range of backgrounds, including HR Professionals, Project Managers, Change Management Experts, Executives and People Leaders, and Leaders of Strategic Initiatives and Innovation; professionals whose experiences offer meaningful value for leaders shaping the future of work.

Speakers must have proven experience leading, researching, or implementing work related to workplace transformation, leadership, AI, employee experience, operations, organizational development, or organizational change

Ideal NextWave Speakers Have:

- Real case studies and examples.
- Tools, frameworks, or models.
- Lessons learned, including what did not work.
- Cross-functional perspectives that reflect how transformation happens across people, process, technology, and culture.

If you have a session that is practical, engaging, and made for an audience of change leaders and innovators, we want to hear from you!



Keep In Mind:

The strongest speaker submissions will help attendees understand the following:

- Why the topic matters now.
- What changed in the organization, team, or market.
- How the speaker approached the challenge.
- What results were achieved.
- What others can learn and apply.

Selected Speaker Requirements:

If selected, NextWave speakers must:

- Deliver educational, non-promotional content.
- Provide a session that is relevant to a mixed audience of practitioners, leaders, and budget-approvers.
- Include actionable insights, not just inspiration.
- Participate in conference planning and meet key deadlines for session details and presentation materials.
- Presentations do not need to fit only one theme; a strong submission can span multiple tracks.
- Illustrate a practical problem, connect it to real-world examples, and share usable takeaways.
- Be able to provide references or examples from previous professional speaking engagements.





Presentation Standards and Formats



WHAT TO EXPECT

Selected speakers will be asked to submit presentation drafts for review before final materials are due.

Accepted formats include PowerPoint, Google Slides, or Canva Presentation, and all audience resources must be submitted as PDFs



NextWave branded toolkit



Calendar of key dates and milestones



Review and feedback session with your NextWave representative



Featured in branded NextWave social media and promotional materials



Two complimentary event tickets

Presentation requirements

- **25–35 minutes** of presentation time
- **10–15 minutes** for Q&A from attendees.
- Each session must have 3 to 5 actionable takeaways, learning objectives, or insights that attendees can apply.
- Every speaker must provide at least one takeaway resource, as a PDF, for attendees:
 - Checklist, one-pager/summary, framework, template, or decision tool
- Must include a real-world example, case study, or implementation story that illustrates how their topic works in practice.
- Speakers must connect their topic to one or more NextWave themes/speaker tracks.
- Presentations should be created with accessibility in mind, for attendees with vision impairments.
 - Use high-contrast colors, legible font sizes, clear layout structure
- Interactive session formats are strongly preferred.