

OFFICIAL CONFERENCE
GUIDE



SHRM ANNUAL CONFERENCE & EXPO · 2026

Where **AI Meets** Human Capital

The world's largest HR gathering — reimagined for the agentic era. Four transformative days where 20,000+ leaders shape the future of work.

Dates June 16–19, 2026 · Pre-conference June 14–15

Venue Orange County Convention Center, Orlando, Florida

Hashtag #SHRM26 · annual.shrm.org

20,000+

Global HR Peers

375+

Sessions across 9
tracks

650+

Exhibitors & sponsors

9

Content tracks

INSIDE THIS GUIDE

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Everything you need to make the most of SHRM26.

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AI AGENTIC FOCUS

SHRM26 marks a watershed moment for HR intelligence

From autonomous hiring agents to AI-powered performance analytics, every session, keynote and expo interaction is designed to equip HR leaders with the tools reshaping HR from reactive administration to strategic intelligence. 92% of CHROs anticipate greater AI integration in workforce operations in 2026.

THE WORLD'S LARGEST HR CONFERENCE

SHRM26 — The Agentic Era of HR

Brought together by SHRM, SHRM26 unites over 20,000 peers, 375+ sessions, and 650+ exhibitors — all focused on the present and future of work.

HR Intelligence, Amplified by AI

SHRM26 marks a watershed moment — the convergence of AI agents, workforce transformation, and human-centred leadership. Every session is designed to equip you with the agentic tools reshaping HR. 43% of HR teams now use AI for HR tasks, up from 26% the year prior.

Agentic Recruiting

AI agents that source, screen and engage candidates autonomously — 27% of orgs cite recruiting as #1 AI use case

Workforce Analytics

Real-time intelligence on talent, retention and performance across the organisation

Compliance AI

Automated regulatory monitoring across 190+ jurisdictions including EU AI Act

Culture Intelligence

Sentiment analysis and belonging signals at scale for people-first workplaces

LEARN

Access 375+ sessions across 9 tracks, with strategies for every HR role and level

CONNECT

Network with 20,000+ peers, CHROs, and thought leaders from across the globe

DISCOVER

Explore 650+ exhibitors showcasing the latest HR tools and AI platforms

GROW

Earn 28+ PDCs toward your SHRM-CP or SHRM-SCP recertification

MAIN STAGE

World-Class Voices

From global icons to Grammy artists — each keynote delivers a unique lens on leadership, culture, and the human future of work.



HEADLINE KEYNOTE · FRIDAY JUNE 19, 9–10AM

Oprah Winfrey

Global Media Leader & Philanthropist · "Leading with Vision"

One of the most influential voices of our time. Oprah brings her lens on empathy, storytelling, and human connection to the SHRM26 main stage — exploring how leaders can harness vulnerability as a superpower in the AI era, keeping the human at the centre of human resources.



FEATURED KEYNOTE

Simon Sinek

Author, *Start With Why*

Challenges how leaders hire, build trust, and inspire teams — arguing that hiring is not a transaction but an adoption. Purpose-driven culture in the agentic AI era.



OPENING KEYNOTE · TUE JUNE 16, 3:15PM

John Maxwell

Bestselling Author, Coach & Speaker

"Lead Where It Matters Most" — hard-hitting wisdom on what real leadership looks like in a distributed, AI-augmented workforce.



ENTERTAINMENT KEYNOTE

Christina Aguilera

Grammy Award-Winning Artist

Identity, resilience, and authenticity — themes deeply resonant for HR leaders building inclusive, people-first workplaces in 2026 and beyond.



FEATURED SPEAKER

Terry Crews

Owner, Amen & Amen Studios

Reinvention, vulnerability, and building cultures of accountability that actually work in high-pressure environments.

JMs

FEATURED SPEAKER

James Marsden

Actor & Speaker

Navigating change, performance under pressure, and showing up authentically. A masterclass in adaptability for HR leaders managing constant transformation.

JT

OPENING ADDRESS

Johnny C. Taylor Jr.

President & CEO, SHRM

SHRM-SCP certified and at the helm of the world's largest HR association. Sets the strategic direction and opens the 2026 conversation on the state of HR.

BT

BOARD KEYNOTE · CO-PRESENTER FRI JUNE 19

Betty Thompson

Chair, SHRM Board | Former CHRO, Booz Allen

Governance, talent strategy, and leading people operations at the highest levels of government consulting and enterprise transformation.

DR

PRACTITIONER KEYNOTE

DeRetta Rhodes, PhD

EVP/Chief People & Culture Officer, Atlanta Braves

A culture architect in one of sport's most iconic organisations. Building a championship mindset into every level of the Braves' people strategy.

LEARNING JOURNEYS

9 Content Tracks

Mix and match across 375+ sessions to build your fully personalised AI-era HR learning path.

AI, Data & Technology

Harness AI agents and analytics to transform HR. Strategic decision-making, digital transformation, and agentic tools that improve employee experience at scale.

STANDOUT TRACK 2026

Compensation & Benefits

Pay equity, total rewards, healthcare, and flexible benefits meeting the evolving needs of a multi-generational, distributed workforce.



Legal & Compliant HR

Stay ahead of shifting employment law — NLRA updates, leave law complexities, and AI regulation compliance across global jurisdictions.

EU AI ACT FOCUS

Global Workforce Trends

Immigration law, cross-border talent management, and regulations shaping how multinationals hire and retain worldwide in a post-remote era.



Health & Wellness

Build a resilient, mentally healthy workforce. Burnout prevention, psychological safety, work-life integration, and AI-powered wellbeing programmes.

Modern Employee Experience

Create cultures that attract and retain. Engagement, belonging, inclusive workplaces, and the moments that matter most in the employee journey.

Leadership & Development

Unlock leadership potential at every level. Practical strategies for managing diverse teams, developing future leaders, and leading through AI-driven change.

Strategic HR & Change

Align human capital with business strategy. Org design, transformation management, and positioning HR as a core business intelligence driver.

Talent Management & Acquisition

Attract, develop, and retain. Recruiting innovation, succession planning, workforce analytics, and skills-based hiring in the agentic era.

TOP TA TRACK

CONFERENCE EXPERIENCE

6 Session Formats

Designed for every learning style — from main stage inspiration to intensive hands-on workshops.

Main Stage

General Sessions

Flagship keynotes from world-class thought leaders. High-energy and inspirational — setting the tone for transformative days ahead.

Deep Dive

Breakout Sessions

Smaller, topic-focused sessions packed with tactical advice, best practices, and forward-looking strategies from expert practitioners.

Rapid-Fire

Spotlight Stage

Concise 20-minute presentations spotlighting emerging AI ideas, new tools, and cutting-edge best practices from innovators.

Demo & Learn

Expo Theatres

Live product demos and educational content run by exhibitors. Discover new AI tools and HR tech platforms across 6 Expo Theatres.

Hands-On

Pre-Conference Workshops

Full-day or half-day deep dives (June 14–15). Separate registration required. All levels welcome from new-to-HR through C-suite.

Self-Care

Wellness Stage

Micro-bursts of wellbeing and self-care education woven into the schedule — recharge between sessions.

PDC ELIGIBLE SESSIONS

Earn **28+ Professional Development Credits** toward your SHRM-CP or SHRM-SCP recertification. PDCs auto-populate in the SHRM certification portal. Pre-conference workshops count separately.

THURSDAY NIGHT

Disney's Hollywood Studios After Hours — June 18, 8:00–11:00 PM. Park-wide access included with every paid in-person registration. Shuttle from the SHRM hotel block.

WORLD'S LARGEST HR SOLUTIONS CENTRE

SHRM Expo 2026

A massive, energy-filled hall where 650+ of the world's leading HR companies showcase their latest products, platforms, and AI-powered services.

650+

Exhibiting companies across the HR tech spectrum

20K+

Attendees exploring the Expo floor

6

Expo Theatres with live AI product demos

WHAT YOU'LL FIND

HR Technology & AI

Recruiting platforms, HRIS systems, performance tools, AI-powered analytics, and workforce planning solutions.

Talent Acquisition & Retention

Sourcing tools, employer branding services, candidate experience platforms, and retention analytics.

Compensation & Total Rewards

Pay equity software, benefits brokers, wellness incentive programmes, and flexible compensation providers.

Learning & Development

LMS platforms, coaching services, leadership development programmes, and skills-based training solutions.

Employee Wellbeing

Mental health platforms, EAP providers, fitness and wellness benefits, and engagement measurement tools.

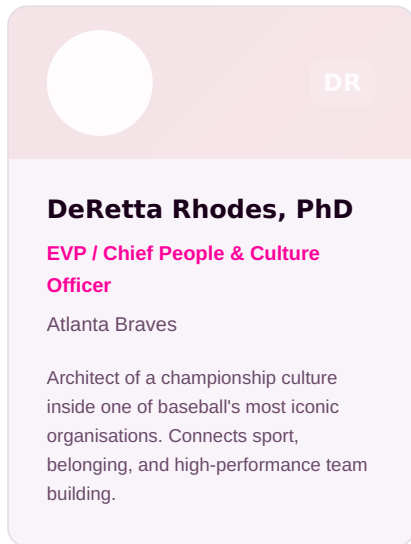
Employment Law & Compliance

Legal services, compliance software, I-9 tools, and global mobility advisory firms.

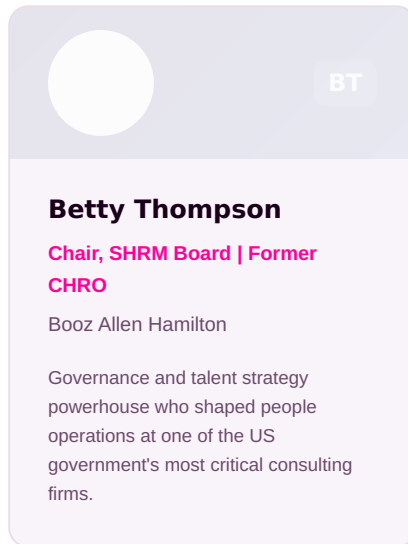
CHROS & SENIOR PRACTITIONERS

People Leaders to Watch

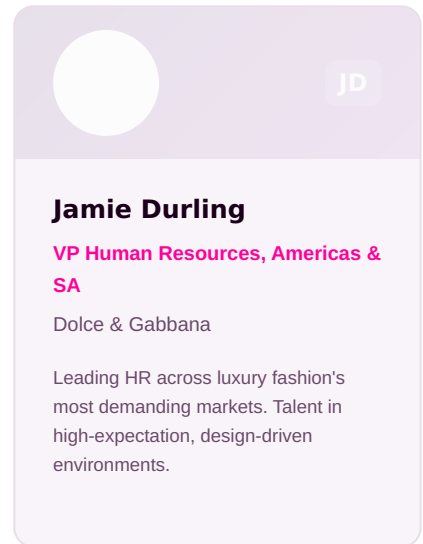
Beyond the keynote stage, SHRM26 features senior HR practitioners bringing real-world experience from global sports, luxury fashion, defence consulting, and the cruise industry.



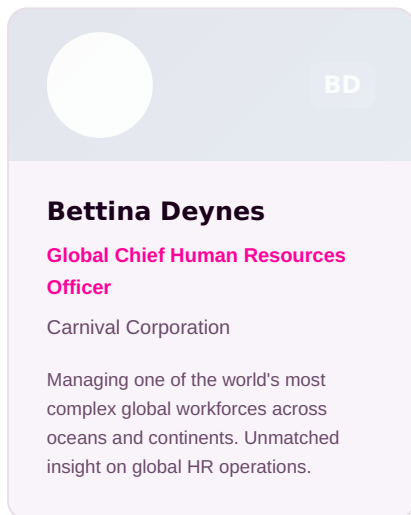
DeRetta Rhodes, PhD
EVP / Chief People & Culture Officer
Atlanta Braves
Architect of a championship culture inside one of baseball's most iconic organisations. Connects sport, belonging, and high-performance team building.



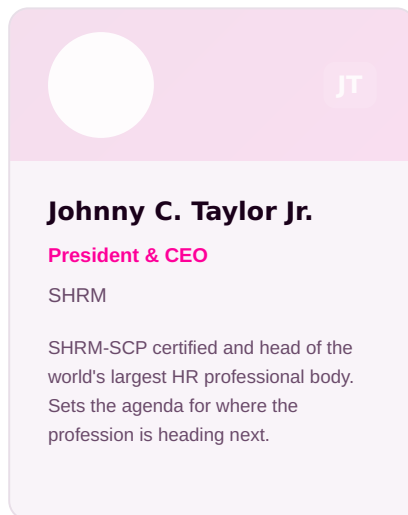
Betty Thompson
Chair, SHRM Board | Former CHRO
Booz Allen Hamilton
Governance and talent strategy powerhouse who shaped people operations at one of the US government's most critical consulting firms.



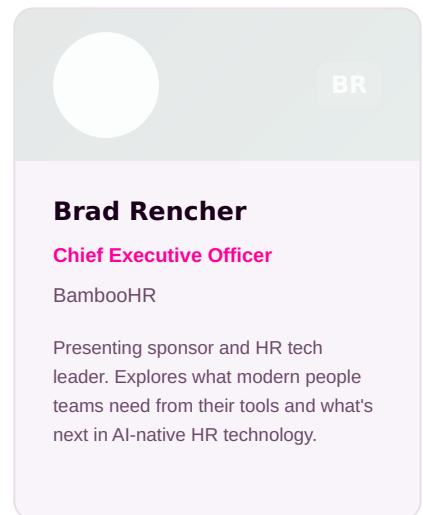
Jamie Durling
VP Human Resources, Americas & SA
Dolce & Gabbana
Leading HR across luxury fashion's most demanding markets. Talent in high-expectation, design-driven environments.



Bettina Deynes
Global Chief Human Resources Officer
Carnival Corporation
Managing one of the world's most complex global workforces across oceans and continents. Unmatched insight on global HR operations.



Johnny C. Taylor Jr.
President & CEO
SHRM
SHRM-SCP certified and head of the world's largest HR professional body. Sets the agenda for where the profession is heading next.



Brad Rencher
Chief Executive Officer
BambooHR
Presenting sponsor and HR tech leader. Explores what modern people teams need from their tools and what's next in AI-native HR technology.

Industries represented at SHRM26

- Professional Sports
- Government Consulting
- Luxury Fashion
- Global Cruise Industry
- HR Technology
- Media & Entertainment
- HR Association

650+ COMPANIES · CATEGORISED BY SOLUTION AREA

Sponsor & Exhibitor Directory

From presenting sponsors to innovative startups — the SHRM26 Expo floor is where HR's most transformative tools get their live debut.

Presenting Sponsor

1 company

BambooHR

BH

The leading HR software for small and medium businesses. CEO Brad Rencher delivers a main-stage general session on the future of AI-native HR technology and what modern people teams need from their tools in 2026.

Main Stage Keynote · General Session

HR Technology & AI Platforms

Selected exhibitors

Workday

Enterprise HCM and financial management platform with AI-powered workforce planning and skills intelligence.

Enterprise HRIS

SAP SuccessFactors

Global HR suite covering core HR, talent management, and workforce analytics across multinational organisations.

Enterprise HCM

UKG (Ultimate Kronos)

Workforce management and HCM solutions combining payroll, scheduling, and people analytics for all business sizes.

Workforce Mgmt

Rippling

Modern HR, IT, and finance platform that unifies employee management across the entire employee lifecycle.

All-in-One HR

AI, Analytics & Workforce Intelligence

Selected exhibitors

gigin.ai

Multicollar AI workforce platform — blue, grey & white collar. Verified matching, omni-channel engagement, agentic hiring workflows across all workforce segments.

Multicollar AI · Exhibitor

Visier

People analytics platform turning workforce data into actionable insights for strategic HR decision-making.

People Analytics

Eightfold AI

Talent intelligence platform using deep learning to match talent, close skills gaps, and enable skills-based hiring.

AI Talent Platform

Culture Amp

Employee experience platform for engagement surveys, performance management, and predictive retention analytics.

EX & Engagement

Paradox AI

Conversational AI recruiting assistant (Olivia) automating screening, scheduling, and candidate communication at scale.

Agentic Recruiting

Textio

Augmented writing platform that removes bias from job postings and performance reviews using real-world language data.

AI Writing

Phenom

Talent experience management platform connecting HR, talent acquisition, and talent management in one AI ecosystem.

Talent Experience

Pymetrics

Neuroscience-based AI platform matching candidates to roles using behavioural data to reduce bias in hiring.

AI Matching

Talent Acquisition & Recruiting

Selected exhibitors

LinkedIn Talent

World's largest professional network with AI-powered talent solutions, Recruiter, and LinkedIn Learning.

Talent Platform

Indeed

The world's #1 job site connecting 350M+ job seekers with employers through AI-powered matching.

Job Board

Greenhouse

Modern ATS and recruiting platform built for structured hiring and collaborative decision-making.

ATS

HireVue

Video interviewing and AI assessment platform that evaluates candidates faster and more equitably.

AI Assessments

Payroll & Benefits Administration

Selected exhibitors

ADP

Global leader in payroll, HR, tax, and benefits administration serving 1M+ businesses worldwide.

Global Payroll

Paychex

Integrated HR and payroll services for small and mid-sized businesses with compliance expertise.

SMB Payroll

Gusto

Modern payroll, benefits, and HR platform built for growing businesses with a people-first approach.

SMB HR

Businessolver

Benefits administration technology connecting employees with their benefits through personalised, AI-powered guidance.

Benefits Admin

Compensation, Total Rewards & Benefits

Selected exhibitors

Mercer

Global leader in HR consulting, investment consulting, and benefits — helping organisations thrive through people strategy.

HR Consulting

Aon People Solutions

Data-driven HR consulting across compensation benchmarking, benefits brokerage, and workforce resilience.

Total Rewards

Willis Towers Watson

People, risk, and capital advisory services with deep expertise in executive compensation and retirement benefits.

Compensation

Benefitfocus

Cloud benefits management platform helping employers and insurers simplify benefits administration and engagement.

Benefits Platform

Learning, Development & Coaching

Selected exhibitors

Cornerstone OnDemand

Unified talent management and learning platform with AI-powered content curation for skills development.

LMS / TM

Degreed

Learning experience platform that integrates all learning — courses, articles, videos — into one skills-development ecosystem.

LXP

BetterUp

Personalised coaching and mental fitness platform connecting employees with world-class coaches and AI support.

Coaching

Coursera for Business

Enterprise learning with 7,000+ courses from 300+ leading universities and companies for workforce upskilling.

Online Learning

Employee Wellbeing & Mental Health

Selected exhibitors

Lyra Health

Mental health benefits platform providing high-quality care through EAP, therapy, coaching, and self-care tools.

Mental Health

Spring Health

Precision mental healthcare for employers using machine learning to personalise care pathways for employees.

Mental Health AI

Modern Health

Mental health platform combining clinical therapy, coaching, and self-serve digital resources for the whole workforce.

EAP + Coaching

Virgin Pulse

Comprehensive wellbeing and engagement platform driving healthy habits and behaviour change at scale.

Wellbeing Platform

Employment Law, Compliance & Risk

Selected exhibitors

Equifax Workforce

Employment and income verification, tax credit services, and workforce analytics for HR compliance teams.

Verification

LawLogix

I-9 management, E-Verify, and immigration case management software for multi-location employers.

I-9 / Immigration

Traliant

Online compliance training covering harassment prevention, DEI, ethics, and workplace safety — AI-personalised.

Compliance Training

ComplyRight

HR compliance products including labour law posters, hiring forms, employee handbooks, and training resources.

HR Compliance

EVERYTHING YOU NEED TO KNOW

Event Information

All the essential details for attending SHRM26 in Orlando, Florida.

Dates	June 16–19, 2026 · Pre-conference workshops: June 14–15
Venue	Orange County Convention Center, West Building, 9800 International Drive, Orlando FL 32819
Website	annual.shrm.org
Hashtag	#SHRM26
PDCs	28+ Professional Development Credits toward SHRM-CP / SHRM-SCP recertification
Expo Sales	ExpoSales@shrm.org · ExpoHelp@shrm.org
Phone	800.283.SHRM (7476)
Hotel Block	mcievents.com/shrm2026/ — Housing deadline May 29, 2026
Thu Night	Disney's Hollywood Studios After Hours · June 18, 8–11pm · Included with in-person pass

CONFERENCE DAYS

June 16–19, 2026

Four full days of keynotes, breakout sessions, expo access, and networking. Main programme opens Tue 12:15pm, closes Fri noon.

PRE-CONFERENCE

June 14–15, 2026

Full-day and half-day workshops starting Mon 1pm. Separate registration required. All experience levels welcome.

GROUP RATES

Teams of 5+

10%+ discount available for groups of 5 or more from the same company. Contact SHRM directly for group registration.

gigin.ai

AI-powered multicollar workforce platform · Find us at the SHRM26 Expo

WEBSITE
[gigin.ai](https://annual.shrm.org)

CONFERENCE
annual.shrm.org

HASHTAG
[#SHRM26](https://twitter.com/SHRM26)