

In the face of a global skills shortage ...

'...current skills crisis gripping
Australian business...worst in decades'
KIMBERLEY HUBBLE, GENERAL MANAGER, HUDSON*

'...we need to only implement
initiatives that are measurable and that
directly add value into the business'
PATRICK SHEEHAN, VP OF HR, RENDEZVOUS HOTELS
AND RESORTS INTERNATIONAL*

'The aging workforce, talent shortage and
work/life balance issues ... will see HR
having to develop much more sophisticated
approaches in the future'
DARREN GIBSON, PRINCIPAL FINANCE & PERFORMANCE
MANAGEMENT PRACTICE, ERNST & YOUNG*

'...organisations that succeed must be
able to not only select the right people,
but retain them...'
JOHN COATES, CFO, SENSIS*

Human Resources
AUSTRALIA'S LEADING HR PUBLICATION

PROUDLY PRESENTS AUSTRALIA'S LEADING HR CONFERENCE

HumanResources2007

BEST PRACTICE AND STRATEGIES FOR ADDRESSING THE SKILLS SHORTAGE

ORGANISED BY
 LexisNexis®
Professional Development

Featuring:

Australia Post, Cisco Systems, Nike, GE Commercial Finance, Fujifilm, Mounties Group, Bupa Australia (HBA) and many more

MELBOURNE 14 - 16 MAY | SYDNEY 16 - 18 MAY

9.00
Opening Remarks from the Chair

9.10
Successful Succession – Retaining Organisational Knowledge

MINI WORKSHOP

A knowledge crisis is facing organisations as baby boomers prepare to retire. If economies are to continue to achieve high levels of growth it is essential that businesses develop solutions that facilitate industry co – operation, continual investment in future capability and encourage productivity and innovation.

- Impending skills and knowledge crisis - losing the ageing workforce and baby boomers
- Practical programs that promote multiskilling across key functions
- Aligning KM and HR strategies to harness knowledge and ensure the long term success of your organisation
- Determining the future requirement and capability through workforce strategic planning

Melbourne and Sydney: Penny Lovett, General Manger Human Resources, Bupa Australia (HBA) (2006 Australian HR Awards Finalist)

10.40
Morning Tea

11.10
CASE STUDY: Cultural Values and Employee Engagement – HR's Contribution to the Bottom Line

There is compelling evidence of links between investments in human capital and performance and profit. These findings are replicable across a variety of industries.

- How can you discover what really motivates your staff?
- Implementation of employee climate surveys
- Motivating a casual workforce
- How to engage or manage non-engaged employees
- Practical experiences for developing a successful work-life balance strategy
- How to make company values meaningful for staff, rather than an empty corporate statement

Melbourne and Sydney: Jodi Dickson, Group Employment Relations Manager, Mounties Group (2006 Australian HR Awards Winner)



'Nothing in the offering for talent shortage'

THE AGE 11/05/06

12.00
Lunch

1.10
CASE STUDY: Developing and Implementing Flexible Work Practices to Combat the Ageing Workforce Challenge

The ageing of the workforce is an issue that no organisation can afford to ignore, and it is already having a significant impact upon some organisations. This session will outline an initiative by Sunstate Cement to maximise the retention of the intellectual property of the mature age workforce

- Responding to key drivers to meet the Aging Workforce Challenge to minimise fallout caused by an ageing workforce
- Considering emerging developments within your workforce
- Developing strategies easily adapted by any employer
- Ensuring success by achieving win-win situations between the company and its employees
- Implementing management strategies that meet your organisational development and workforce needs

Melbourne and Sydney: Errol Peters, Financial Controller/ Company Secretary, Sunstate Cement (2006 Australian HR Awards Winner)

2.00
CASE STUDY: A Sustainable Business – Workforce Planning from Strategy to Action

Successful workforce planning ensures that an organisation effectively carries out its strategy in balance with employee career and lifestyle goals

- How to interpret the issues affecting your workforce
- Identify the critical forces and factors that influence your organisation's future
 - internal and external
 - supply and demand
- Implement a workforce planning framework for your organisation

Melbourne and Sydney: Trish Cook, Manager Strategic Organisational Change, Corporate Human Resources, Australia Post

3.00
Afternoon Tea

3.30
CASE STUDY: Talent Management – Transforming your Learning and Development Practices

The profile of the workforce is altering dramatically, creating new paradigms for organisations seeking to access talented employees. Many organisations are struggling to compete and produce results through their people - for a business to develop a competitive advantage, it is essential that employee learning and development programs are in place. However, talent management must deliver visible benefits to the business in order to capture and retain the attention of the executives.

- Training and development - nurturing the talent you already have
- Ensuring the interests and aspirations of the individual are integrated alongside the needs of the business
- Broadening the talent skills base you already have
- Accelerating career development

Melbourne: Damian O'Sullivan, Human Resources Manager, Cisco Systems Australia (2006 Australian HR Awards Winner)
Sydney: Kerrie Field, General Manager Human Resources, St Vincent's & Mater Health Sydney (2006 Australian HR Awards Finalist)

4.30
Closing Remarks from the Chair

4.50
Networking Drinks

This is an excellent opportunity for you to socialise with other HR professionals with common goals and interests.

9.00

Opening Remarks from the Chair

9.10

Developing a Sound HR Strategy to Attract, Retain and Develop Top Talent

MINI WORKSHOP

In today's rapidly declining skills base the first challenge for organisations is finding talent, nurturing it, and then protecting your investment. Find out how to address these challenges through a limited pool of candidates and what measures to take to keep your talent.

- How to become an employer of choice – what makes your organisation attractive
- Innovative ways of attracting and retaining top talent
- Building management retention capability and retention strategies that work
- Developing a framework for reward and recognition as the key to improved retention rates
- Graduate recruitment strategies

Melbourne: Louise Pullia, Pacific HR Director, Nike

Sydney: Jane Lewis, Human Resources Director, Sparke Helmore Lawyers (2006 Australian HR Awards Winner)

11.00

Morning Tea

11.30

Improving Management and Leader Capability

Not only does HR need to build a strategic leadership capability within the organisation, but also to facilitate change through executive leaders, identify and develop key talent and ensure that the organisation builds sustainability in its growth, leadership and business structures, some immediate and relevant issues to be addressed are:

- Examining how HR managers impact upon strategic leadership issues
 - identifying the difference between competence and commitment
 - recognising and measuring the strength and weaknesses of the 'leadership team'
- Coaching managers on developing a high performance team
- Performance management/ managing underperformance
- Reviewing related organisational strategy, practices and policies to ensure value-added HR 'practice'
- Examining the role of effective performance appraisal and management systems upon leadership/management capabilities.

Melbourne: Peter Fotiades, Head of Human Resources and Organisational Development, Port of Melbourne Corporation

Sydney: Pat Catanach, General Manager Human Resources, Sydney Ports Corporation (2006 Australian HR Awards Winner)

12.30

CASE STUDY: Examining The Role HR Plays in Mergers and Acquisitions

- What due diligence needs to be taken
- Managing the cultural change
- Standardising of contracts/benefits
- Requirements for paying out leave
- Cultural values and employee engagement

Melbourne: TBC

Sydney: Megan Nettleton, VP, Human Resources, GE Commercial Finance Australia/NZ

1.20

Lunch

2.20

Managing Ill and Injured Workers

Build staff morale by putting in place effective policies and procedures for managing ill and injured workers, consistent with the recent Nikolich decision. A safe workplace adds to job satisfaction and commitment to the organisation.

- Outlining the risks employers face when managing workers suffering from illness or injury – disability discrimination, OH&S and unfair dismissal and unlawful termination claims
- Managing stress claims
- Collecting medical information in compliance with privacy laws
- Examining recent case law to gain an understanding of applicable principles
- Minimising your legal risk when terminating ill or injured employees

Melbourne: Andrew Farr, Partner, Trindade Farr & Pili

Sydney: Nicole Gower, Senior Associate, Australian Business Lawyers

3.00

Afternoon Tea

3.20

Human Resources – A Key Element of Corporate Strategic Planning

- International crisis with skills & capability
- Capability a key element of Corporate Strategic Planning
- Innovation, Communication & Knowledge Management
- Strategic corporate, work and role redesign
- Human Resources Corporate Performance Index

Melbourne and Sydney: John Taya, Executive Director Human Resources, Main Roads WA (2006 Australian HR Awards Winner)

4.20

Closing Remarks from the Chair



'Mergers and acquisitions labelled the most important source of profitable growth for organisations over the next two years by Australian CEO's'

2006 CONSULTING INTERNATIONAL PRODUCTIVITY REPORT

9.00

Opening Remarks from the Chair

9.10

Human Resources Compliance under WorkChoices Part 1

MINI WORKSHOP

The expert facilitator will provide you with a clear and practical understanding of HR compliance issues under WorkChoices – all the issues that are still difficult to get to grips with.

- Australian fair pay and conditions standard
- Hours of Work and record keeping requirements
- Independent Contractors Act – What should you be doing?
- Unfair dismissal claims 1 year on – How are the courts interpreting the legislation?
- Discrimination claims – The new unfair dismissal?
- Strategies to minimise termination risks
- What does the future have in store?

Melbourne: Leigh Johns, Chief Counsel, Office of Workplace Services
Ross Levin, Partner, PriceWaterhouseCoopers Legal
Sydney: Jane Seymour, Partner, Australian Business Lawyers

11.00

Morning Tea

11.30

Human Resources Compliance under WorkChoices Part 2

MINI WORKSHOP

Being given the opportunity to apply new knowledge is as important as obtaining the information in the first place. Part 2 of the workshop will provide an open forum where you will be able to apply information from Part 1 to your own experience, ensuring you obtain maximum value from the workshop.

Melbourne: Leigh Johns, Chief Counsel, Office of Workplace Services
Ross Levin, Partner, Price Waterhouse Coopers Legal
Sydney: Jane Seymour, Partner, Australian Business Lawyers

12.00

CASE STUDY: Aligning a HR Program to Business Strategy

How Fujifilm Australia uses Workforce Planning to help the business achieve its goals and objectives

- Enhancing program effectiveness through clearly defining goals with senior management
- Ensuring the workforce is headed in the right direction with a transparent plan
- Improving the success of workforce planning by getting senior management on board
- Should HR move to becoming involved at board level

Melbourne and Sydney: Erik Lucis, Human Resources Director, Fujifilm

12.50

Lunch

1.50

CASE STUDY: Keys to Best Practice Human Capital Management

We are currently witnessing the impact of an emerging new breed of succession management systems. Contemporary systems no longer just think about the replacement of talent, but also focus on development. These new approaches take a more systematic approach toward an organisation's human capital. This session will outline CSCA's approach to best practice talent and succession management practices

- Learning agility – assessing the right leadership roles and smooth transitions
- How to align people capabilities to the business strategy
- Effective data analysis and reporting
- Identifying and assessing the right capabilities for leadership roles by using best practice assessment tools and approaches
- Analysing the critical success factors for effective talent and succession management practices

Melbourne and Sydney: Natasha Teychenne, Organisational Development & Learning Manager, Leadership and Talent, CSC Australia



'Competition for talent is heating up...many employers forced to offer higher compensation'

STEPHEN HINCH, CHIEF MARKETING OFFICER,
AUSTRALIA & NEW ZEALAND MANPOWER

2.30

Afternoon Tea

3.00

Employee Monitoring Policies – How far is too far?

- Should an employer be monitoring the social habits of its employees?
- Drug and alcohol testing in the workplace – ensuring testing procedures are in line with OH&S requirements
- Exploring the best drug, alcohol and risk management policies for your organisation
- Examining the legal risks of random drug and alcohol testing – accuracy, privacy, timing of testing and what can be done if an employee refuses to undergo testing
- Implementing policies on email/internet use, mobile phones and dress code

Melbourne: Dan Trindade, Partner, Trindade Farr & Pill
Sydney: Katherine Morris, Senior Associate, Deacons

4.00

Closing Remarks from the Chair

about the presenters



'Economy will need more than migrants'

THE AUSTRALIAN FINANCIAL REVIEW

Australian HR Award Winner for Innovation in Recruitment & Retention

Jodi Dickson, Group Employment Relations Manager, **Mounties Group**, has been working in the field of human resources/employment relations since 1990, and is currently the workplace relations manager/solicitor at the Mounties Group, Australia's most profitable and progressive Registered Club (comprising Mounties, Harbord Diggers, Fairfield Bowling Club and Manly Bowling Club). Prior to this Jodi has held positions in tertiary education, and in the finance, transport and high end retail sectors. Jodi holds a Bachelor of Adult Education in Human Resource Development, a Bachelor of Laws, and a Masters of Human Resource Management, is a Certified Professional of AHRI, and a Solicitor of the Supreme Court of NSW.

Australian HR Award Finalist for Best Graduate Intake Program

Kerrie Field, General Manager, Human Resources, **St Vincents & Mater Health Sydney (SV&MHS)** has been successful in adopting innovative strategies in complex environments which span the Public and Private Health sectors. These strategies include the development of strategic partnerships with Universities, development of senior leadership and leadership programs, the creation of an organisational wide Learning Pathways program, development of innovative reward structures and frameworks and the introduction of flexible packaging in the employment contracts.

Prior to joining SV&MHS she worked in the Industrial Services sector in a role which covered global Change Management and general HR Management. Kerrie is a visionary leader who holds a Masters in HR (MGSM) and contributes her success to authentic leadership, a fantastic team, innovative approach and the ability to constantly challenge the current in order to transform the future.

Australian HR Award Winner for Best Corporate Citizenship

Australian HR Award Finalist for Employer of Choice (public sector)

Pat Catanach, General Manager, Human Resources, **Sydney Ports Corporation** and her team have introduced a number of key HR initiatives to support continued improvements in organisational effectiveness. These initiatives include the design and introduction of a company-wide Performance Management Program, a tailored program to grow leadership capability, focused coaching support for managers and the achievement of Premium Discount Status for Occupational Health & Safety two years in a row. In addition through the negotiation successive of Enterprise Agreements have restructured working arrangement and implemented Alcohol Testing and Fitness for Work Testing.

A Strategic HR professional, Pat has many years of experience and has held specialist roles in Employee Relations and Learning and Development. Apart from her public sector experience, she has extensive private sector knowledge gained from her HR roles in a range of industries including manufacturing, banking and finance, telecommunications and retail.

Peter Fotiades, Head of Human Resources and Organisational Development, **Port of Melbourne Corporation** has had extensive executive and senior HR/IR management experiences within the public and private sectors through holding executive HR/IR roles within international, national, state private and public organisations. He has relevant tertiary and post graduate qualifications and recognised professional gradings, at Fellow level within this area.

Trish Cook, Manager, Strategic Organisational Change, **Australia Post** has been instrumental in assisting Australia Post to build capability in the areas of strategic change management, workforce planning and organisation design. Prior to joining Australia Post, Trish Cook worked with both global and local professional services firms consulting to organisations on organisation development and people strategy, HR assessment and measurement, and performance and reward.

Australian HR Award Finalist for Employer of Choice (fewer than 1000 employees), and for Innovation in Recruitment & Retention

Jane Lewis, Human Resources Director, **Sparke Helmore** joined in 2001. Jane's focus has been designing strategies to enhance the firm's employment brand, protect its unique culture, and retain and attract talent. Sparke Helmore has been cited as an Employer of Choice for Women by the EOWA since 2004 and the firm is a regular finalist at the Human Resources Awards, in the categories for Employer of Choice and Best Attraction and Retention Strategy.

Australian HR Award Winner for Best Mature Age Workforce Implementation

Error Peters, Financial Controller and Company Secretary, **Sunstate Cement**, has managed the administration and finance of Queensland cement manufacturer, Sunstate Cement Ltd, for the last 22 years. His responsibilities also include representing the company in industrial relations matters.

Error lead the team from Sunstate Cement that developed a system, supported by policies and procedures, which includes employee incentives to encourage disclosure of retirement intentions. It also enables the company to assist employees in lifestyle transition, and improve retention of corporate intellectual property.

Australian HR Award Winner for Best Learning & Development Strategy

Australian HR Award Finalist for Innovation in Recruitment & Retention and for Employer of Choice (fewer than 1000 employees)

Damian O'Sullivan, Leader Human Resources, **Cisco Australia and New Zealand**. During his three years with Cisco he has held a number of business partner roles covering a wide range of functions in the Asia Pacific region. Prior to joining Cisco, Damian worked in a range of local and international roles including; The Sydney Opera House, The Standards Board for England & the Sydney Olympics. He has an MBA with a major in Human Resource Management.

Australian HR Award Winner for Best Talent Management

Australian HR Award Finalist for Best Mature Age Workforce Implementation and for Employer of Choice (public sector)

John Taya, Executive Director Organisational Development, **Main Roads Western Australia**, was previously the Executive Director Human Resources and has worked in this capacity in both the Public and Private Sectors in Australia and in London. He has lectured in the MBA programs at the Graduate School of Management at the University of Western Australia, and at the Graduate School of Business at Curtin University specialising in the areas of Human Resource Management, Organisational Development and Industrial Relations. He has written and published a number of papers on Human Resource Management.

Megan Nettleton, Vice President, Human Resources, **GE Commercial Finance, Australia/New Zealand**, joined GE in 1998 and since then has held a number of roles across GE, including the project leader for the Oracle HR implementation and the HR integration leader for GE Capital's AGC acquisition. In 2003, Megan also assumed responsibility for Industrial and Employee Relations across the GE Money business in Australia. Megan holds a Bachelor of Arts with majors in Politics and Business Development from the University of Melbourne, and a Postgraduate Diploma in Human Resources and Industrial Relations.

Erik Lucis, Human Resources Director, **Fujifilm** has been the Human Resources Director since 2001 where he is responsible to the Board for all HR strategies and operations for Fujifilm Australiasia and its subsidiary companies. Prior to this role he held senior HR roles in the publishing and professional services industries. He also serves as a councillor on Australian Business Industrial and Australian Business Limited (Northern Region).

Human Resources 2007

Why attend this event?

This three day event promises to be dynamic, thought provoking and practical, equipping you with the tools and knowledge you need to develop a comprehensive HR strategy and win the war against the skills shortage.

Find out how other organisations are facing and resolving some of the tough issues that are arising in HR today. Benefit from the range of expertise on the program and come away armed with the know-how to tackle the latest challenges impacting on HR.

Hear advice from dynamic HR leaders who will share with you their first-hand knowledge of the most recent trends and methodologies being practiced in their own and in other organisations.

Comments from satisfied delegates at the 2006 conference

'Learnt a considerable amount. Great speakers and great participants'

SANDRA WILSON, DEVONPORT CITY COUNCIL

'Good coverage of some tricky issues. Very clear'

JACKIE McCANN, VICHEALTH

'Well worth the investment'

ANITA WATT, BANK OF CYPRUS, AUSTRALIA

HUMAN RESOURCES 2007

14 - 16 May 2007 Melbourne
Langham Hotel
One Southgate Avenue
Southbank
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Australia
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