

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:

Virgin Blue Airlines, EnergyAustralia, Australia Post, Boeing, Nike, Fujifilm and many more

PERTH 20 – 22 JUNE | BRISBANE 25 – 27 JUNE

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

Perth and Brisbane: Bruce Highfield, Associate, MAC, former General Manager People, Virgin Blue Airlines

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

Perth: Karen Schmidt, Re-engagement expert, Let's Grow
Brisbane: Alma Denham, Principal Consultant, Strategic Development, Queensland Government Treasury

12.00 Networking Lunch for Speakers and Delegates



'Nothing in the offering for talent shortage'
THE AGE 11/05/06

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

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

Perth and Brisbane: Errol Peters, Financial Controller/ Company Secretary, Sunstate Cement

2.00 CASE STUDY PERTH: Leadership as an Attraction and Retention Factor in the Western Australian Public Sector

The WA Public Sector has recently adopted a set of new leadership capabilities to underpin leadership development activity and to lay the foundation for a new leadership culture across the sector

- Discussing research findings among WA undergraduates
- Examining leadership style as a powerful attraction and retention factor
- Assessing the various leadership development programs

Mike Fazey, Principal Policy Officer, Public Sector Management Division, Department of the Premier and Cabinet

BRISBANE: Generational Disparity – Attracting, Motivating and Managing Different Generations at Work

- The 'war for talent' and intergenerational impacts
- Specific strategies to attract and retain the Y generation
- Identifying resignation risks
- Career expectations of the X and Y generations

Avril Henry, Executive Director, AH Revelations

2.50 Afternoon Tea

3.20 CASE STUDY PERTH: Developing a Competitive Advantage - Large Scale Recruitment in a Rapidly Shrinking Talent Pool

- Benefiting from group assessment selection methodology
- Creative Indigenous attraction and retention strategies
- Employer branding – better recognition amongst potential candidates in the market
- Recognising your Employee Value Proposition through meticulous research

Kim Schofield, Director Human Resources, WA Department of Community Development

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

For a business to develop a competitive advantage, it is essential that employee learning and development programs are in place.

- 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

Kerrie Field, General Manager Human Resources, SV&MHS

4.20 Closing Remarks from the Chair

4.40 Networking Drinks

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

Perth: Louise Pullia, Pacific HR Director, Nike

Brisbane: Lyn Russell, CEO and Shari Tanzer, Manager, Thuringowa City Council

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
- 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.

Perth: Helen Buscombe, Manager Organisation Development Shared Services Division, EnergyAustralia

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

12.30

CASE STUDY PERTH: 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

Trish Cook, Manager Strategic Organisational Change, Corporate Human Resources, Australia Post

CASE STUDY BRISBANE: Exploring the Journey of Cultural Transition

This case study will explore the attitudinal and Cultural Workplace Health and Safety Turning Point for the Department of Emergency Services and will also analyse the process the Department has gone through from an Organisational Development perspective.

- Reviewing the process from an Organisational Development perspective of implementing a new health and safety strategy
- Highlighting the challenges associated with transitioning the organisation from one way of thinking to another

David Lucas, Principal Human Resources Consultant, Department of Emergency Services Queensland

1.20

Networking Lunch for Speakers and Delegates

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

Perth: Glen Bartlett, Partner, Clayton Utz

Brisbane: Heinz Lepahe, Partner, Nicol Robinson Halletts

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

Perth and Brisbane: John Taya, Executive Director Human Resources, Main Roads WA

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?

Perth: Jason Raftos, Lawyer, Minter Ellison

Brisbane: Jamie Robinson, Partner, Harmers Workplace 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.

Perth: Jason Raftos, Lawyer, Minter Ellison

Brisbane: Jamie Robinson, Partner, Harmers Workplace 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

Perth and Brisbane: Erik Lucis, Human Resources Director, Fujifilm

12.50

Networking Lunch for Speakers and Delegates

1.50

Working on the Workplace – Becoming an Employer of Choice

Create an environment that brings out the best in your people, and in return achieve better business results and earn the commitment and loyalty of your employees.

- Training and developing your key talents to achieve business objectives
- How to maintain a competitive advantage through your people
- Attracting, retaining and motivating employees

Perth and Brisbane: Geoff Woodcroft, Human Resources Director, Boeing

2.30

Afternoon Tea



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

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

3.00

Employee Monitoring Policies – How far is too far?

The workplace presents many opportunities for employers to monitor employees. However, employee monitoring within the workplace remains a contentious issue and inspires reactions from all stakeholders. It can be difficult to strike a balance between an employee's right to privacy and the right to ensure that the employee is doing the work they are paid to do.

- 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

Perth: Rob Greig, Solicitor, Clayton Utz

Brisbane: Hedy Meggiorin, Partner, Clayton Utz

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 Best Mature Age Workforce Implementation

Errol 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.

Errol 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 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.

Helen Buscombe, Manager Organisation Development - Shared Services Division, **EnergyAustralia**, has been working in the Human Resources field for over 15 years, holding roles in Safety, Training, Learning & Development and Organisation Design & Development, in both small and large manufacturing and professional services organisations. In her current role, Helen is responsible for developing and implementing project-based initiatives that will deliver improved leadership capability and business performance for the business, while contributing to the development of a performance based culture for the Division. She works closely with the Shared Services Executive Management Team and plays a strategic leadership role in the areas of Workforce Planning, Management & Leadership Capability, Succession and Talent Management and Staff Engagement.

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.

Alma Denham, Principal Consultant - Strategic Development, **Queensland Government Treasury**, has over 25 years experience working in the government and not for profit sectors in several state governments. During this time she has been involved in the design of new services, restructuring service delivery and providing facilitation and change management to staff undergoing restructures. Her main area of interest is the impact of business transition on people. The past 22 years Helen has been employed by the Queensland Government in service delivery, training and communication roles and is currently involved in a large systems implementation rollout. Her qualifications include a Bachelor of Social Work, Cert 4 Training and Assessment, Diploma of Project Management and she is finishing a Diploma of Business Process Review.

Bruce Highfield, Associate, **MAC**, former General Manager People, **Virgin Blue Airlines**, was one of the founding members of Virgin Blue Airlines and was part of the executive management team for the past 7.5 years. He has recently joined MAC, a global consulting firm, and specializes in organisational design. Bruce has over 22 years of HR experience in the chemical, plastics, pharmaceutical, private hospital, explosives, paints, rail and aviation sectors in Australia the UK and New Zealand.

David Lucas, Principal Human Resources Consultant, **Department of Emergency Services Queensland**, is principal consultant in the organisational capability team at the Department of Emergency Services in Brisbane. He has worked in a variety of generalist HR consulting roles in Australia, the UK and Zimbabwe, and in a number of industries including finance, information technology, non profit, and public sector.

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).

Karen Schmidt, Re-engagement Expert, **Let's Grow**, has a degree in Adult Education and holds various accreditations including DISC and TMI. She is a member of the Australian Institute of Management and a Professional Member of the National Speakers Association Australia (NSAA). Karen won NSAA QLD 2006 "Speaker of the Year" award and NSAA QLD 2003 "Rising Star" award. She is also Author of "Attitudes that work!" and "How multiple generations can multiply your organisation's success". Her practical experience comes from hiring, firing, managing, coaching and training people across Australia in a variety of industry, including manufacturing, finance, IT sales, personnel consulting, retail fashion, not for profits and government.

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

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20-22 June 2007 Perth
Hyatt Regency
99 Adelaide Terrace
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25-27 June 2007 Brisbane
Marriott Hotel
515 Queen Street
Brisbane QLD 4000
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Your registration will be confirmed in writing when full payment is received. We will refund your registration in full less a \$165 administration fee if notification is received in writing on or before 25 May 2007. If we receive written notification of cancellation between 25 May 2007 and 8 June 2007, you will receive a 50% refund and conference documents. No cancellation requests will be accepted after 8 June 2007. You may nominate a replacement, however no refund will be issued. LexisNexis reserves the right to amend the program details at any time and to cancel or postpone any of the seminars in this series

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Post Conference Co-ordinator, LexisNexis
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<input type="checkbox"/> Three Day Conference	\$1800 + GST = \$1980

STANDARD PRICES

<input type="checkbox"/> One Day Conference	\$750 + GST = \$825
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<input type="checkbox"/> Three Day Conference	\$2090.91 + GST = \$2300

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I will I will not be attending networking drinks on day 1

YES! PLEASE SUBSCRIBE ME TO THE HUMAN RESOURCES MAGAZINE FOR THE NEXT 12 MONTHS FOR ONLY \$139 INC GST

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- Groups of 3 or more booking for Human Resources 2007 at the same time, from the same organisation receive a \$300.00 discount from the total registration fee
- Register a team of 4 for the Human Resources 2007 at the same time, from the same organisation and receive a free pass for the 5th delegate.

* Early Bird, team discounts and any other discount cannot be taken concurrently

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Mr/Ms/Dr _____

Job title _____

Organisation _____

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