

# strategic human resources forum

20 - 21 September • Crown Casino • Melbourne

# 2007

Featuring these  
top CEOs:



Giam Swiegers, Deloitte



Steve Parker, Unisys



Tom Quinn, Aker Kvaerner

**Deloitte.**



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**AKER KVAERNER**

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## Day 1 Thursday 20 September 2007

8.30  
**Conference Registration**

9.00  
**Opening Remarks from the Chairperson**

### CEO Interactive Morning

9.10  
**Driving Effective HR throughout an Organisation - HR Champion Perspective**

In 2006, Giam Swiegers won the Australian HR Award for HR Champion. In this session learn from one of Australia's foremost CEOs on how he engaged his human resources division and championed them to success:

- People first – why HR is important in leadership and culture
- Getting behind HR – effective tactics for driving HR acceptance
- Strategic HR – how to harness HR to drive your strategy

*Giam Swiegers, CEO, Deloitte, 2006 HR Champion of the Year previously held leadership roles including Chief Operating Officer, Australia and Managing Partner both in Brisbane and Pretoria, South Africa. His stewardship of the Australian practice has led the firm to be awarded CFO Magazine's 2006 'Accounting Services Firm of the Year', the 2005 BRW/St George Client Service award as the 'Most Innovative Firm' in professional services in Australia and the 2004 CFO magazine 'Accounting Services Special Award'.*

10.00  
**Ensuring HR is an Effective Business Partner - Gaining A Seat in the C-Circle**

HR is often subject to a poor internal reputation at all levels of the organisation, although it is integral to an organisation's success. In this session Unisys Australia's Managing Director will share ways to:

- Work effectively with HR as a business partner
- Gain skills for effective HR Managers – what does the CEO expect?
- Speak the same language and align with key functional areas

*Steve Parker, Managing Director, Unisys Australia and New Zealand is responsible for providing senior leadership and strategic direction across Australia and New Zealand, which remains the largest Unisys subsidiary in the Asia Pacific region. Unisys offers clients solutions for secure business operations by aligning technology with business strategy. Drawing on a history of industry innovation and expertise, Unisys provides specialised services, delivered by trusted consultants.*

10.30  
**CEO Interactive Forum**

Your chance to ask the questions you've always wanted to ask of your own CEO but have never had the chance. What does a CEO expect, how can HR be more effective, what skills does a HR leader need to have to gain the attention of the C-Circle? In this interactive session, two of Australia's leading CEOs will give you their time and expertise. You bring the questions!

11.00  
**Morning Tea**

11.30

### SPECIAL JOINT PRESENTATION

**Understanding the Unity between HR Legislation and Business Strategy in Mergers and Acquisition**

Acquisitions are part of the corporate landscape, sometimes the 'people issues' in these transactions are overlooked, which presents challenges for HR. This session will provide the unique joint perspective. Jane Seymour will provide a snapshot of the legal issues, including a 'mud map' for HR practitioners to use in approaching any transaction. Ronan Carolan will discuss acquisitions from a HR practitioner's perspective, including communication/PR strategies, employee retention challenges and aligning the transaction with an organisation's values.

- Understand the key legal issues for HR in corporate transactions post-WorkChoices
- Determine how these issues impact on the 'bottom line' of the deal and identify the 'danger zones' for HR
- Devise strategies to ensure HR has a seat at the deal table
- Add value to transactions and ensure alignment with broader HR strategy

*Jane Seymour, Director - Sydney Practice, Justitia Lawyers*

*Ronán Carolan, HR Director, SANOFI-AVENTIS*

1.00  
**Networking Lunch for Speakers and Delegates**

2.00

**WORKSHOP**  
**How to align your HR Policy with Corporate Goals**

When HR is aligned with the strategic direction of the organisation, and communications are designed to align with corporate values and culture the organisation significantly increase in productivity, staff retention, customer satisfaction and most importantly profitability.

In this highly interactive session, delegates will learn from a specific case study of a multi-million dollar client who was able to successfully align corporate strategy and HR for overall business effectiveness:

- How to engage your workforce to align individual units to a retention strategy
- Step-by-step procedures to engage each business unit to take responsibility for identifying and implementing the corporate strategy
- How this increases the value of the organisation
- How HR alignment can increase client satisfaction and retainment

*Shirley McKinnon, Author, Team Play and Managing Director, McKinnon Management Group*

3.30  
**Afternoon Tea**

4.00  
**Workshop Continues**

4.50  
**Closing Remarks from the Chair**

5.00  
**Close of Day One**

# Day 2

Friday 21 September 2007

9.00

## Opening Remarks from the Chair

### CEO Interactive Morning

9.10

#### Become a Driving Force for Your Human Capital - The Aker Kvaerner Strategy

Successful Human Resources can only be a top down approach. Gaining support, commitment and buy in from the employees involves support for HR and its initiatives from the C-Level down.

- People first – the CEOs commitment to the organisation and organisational management
- Why driving a people-centric organisation is important
- Understanding how HR can impact on the company's direction

*Tom Quinn, CEO Australia, Aker Kvaerner has over 20 years of industry experience in a broad range of roles. Following a cadetship in the manufacturing industry, Tom gained several years experience in petrochemical, pulp and paper, food, mineral processing, chemical and material handling projects. Although a qualified mechanical engineer, he is experienced in multi-discipline roles in a number of significant Australian and overseas projects. Recently Tom has held leadership roles including Queensland Manager, General Manager Australian Operations and General Manager for Mining and Minerals, Company Director, Industry Director and Manager Projects.*

10.10

#### Harnessing Human Capital for Operational Excellence

As organisations are moving towards a growth and innovation agenda, CEOs are further recognising the importance of human capital. IBM's 2006 CEO study reports that CEOs attribute employees as the best source of innovation within their organisation. Justin Storrock will present IBM's point of view that enabling enterprise innovation and performance through improved workforce effectiveness will transform and sustain enterprise performance.

*Justyn Storrock, Partner, Human Capital Management Leader Australia and New Zealand, IBM Consulting*

10.50

#### Morning Tea

11.20

#### Integrating Best Practice in Aligning HR to your Corporate Strategy

Human Resources is not just a back office function, in the competitive economy and tight employment market, strategically engaging HR can positively effect the business bottom line.

- How can investing in HR impact the business – the HR ROI
- Engagement levels of employees and attractiveness of the company to the broader market
- Developing evaluation techniques to measure HR effectiveness
- HR as a strategic partner and the impact on business performance

*Della Conroy, Partner, PricewaterhouseCoopers*

*Debra Eckersley, National Human Capital Partner, PricewaterhouseCoopers*

12.10

#### Driving Successful Succession Planning into your Organisational Strategy

All organisations are feeling the pressure of the ageing workforce. 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 multi-skilling across key functions
- Aligning HR strategies to harness knowledge and ensure the long term success of your organisation
- Determining the future requirement and capability through workforce strategic planning

*Karen Lonergan, Group General Manager - Organisation Effectiveness and Management Development, Qantas*

1.00

#### Networking Lunch for Delegates and Speakers

2.00

#### WORKSHOP

##### The Currency of the New People-Centred Economy – How to Work with a Different Set of Metrics

As the impact of worldwide talent shortages becomes stark, business leaders will be searching for answers. New people-centred strategies and operating models will emerge giving rise to a fundamentally different dashboard of metrics.

In this highly interactive session, delegates learn how to determine critical strategic relationships between key business performance indicators and human capital value drivers in their organisations. The session shares strategies to move your organisations forward successfully within the new economy.

- What businesses will need to concentrate on to continue to growth and to improved margin
- The value of workforce analytics
- How to create a performance dashboard that works for your organisation
- How to engage business leaders

*Lisa Barry, National Partner - Human Capital Practice, Deloitte*

3.00

#### Afternoon Tea

3.00

#### Workshop Continues

4.50

#### Closing Remarks from the Chair

5.00

#### Close of Conference

6.30

#### Human Resources Award Cocktail Function

7.00

#### Human Resources Awards Ceremony



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## ABOUT THE PRESENTERS

**Lisa Barry**, National Partner - Human Capital Practice, **Deloitte** is a member of the Asia Pacific Lead Team and the Co-Chair of Deloitte's Global Development and Research Team concentrating on the talent debate and people-centred economics. Lisa is considered to be one of the most revolutionary yet practical thinkers in the field, championing the need for business to create powerful people-centred strategy and operating models. In her 20 year career, Lisa has worked in the UK, Europe, the US, South East Asia, New Zealand and Russia.

**Ronán Carolan**, HR Director, **Sanofi-Aventis**, has worked at senior levels of Human Resources for the past 10 years in Australia and New Zealand. Ronan has worked with a variety of organisations including AMP, TOWER Australia and Australian Wealth Management in both HR and line management roles. Ronán has significant experience in divestments, mergers and acquisitions and holds a Masters of Management from MGSU.

**Della Conroy**, Partner, **PricewaterhouseCoopers** is the Partner that leads the Melbourne Performance and Reward Practice. She is a senior business advisor with over 18 years experience in consulting to companies on complex and sensitive remuneration matters. Della has advised many of Australia's leading listed companies. Her advice has spanned a broad range of issues including the design and delivery of reward programs and the alignment of pay and performance.

**Debra Eckersley**, Partner, **PricewaterhouseCoopers** leads the Sydney Performance and Reward team. She is responsible for the management and delivery of a wide range of performance improvement projects including people, HR and reward strategies, HR scorecards, organisation design, cultural change and change management. Debra is also the Australian partner responsible for Saratoga, global human capital measurement and benchmarking.

**Karen Lonergan**, Group General Manager-Organisation Effectiveness and Management Development, **Qantas** is focussed on Talent Management, Leadership Pipeline Development, HR Capability Development and Organisation Effectiveness interventions. She has twenty years industry experience and her passions include coaching and mentoring, developing leaders and embedding human capital strategy in the broader business strategy. Karen holds Bachelor of Business and a Master of Management qualifications.

**Shirley McKinnon**, Author, Team Play and Managing Director, **McKinnon Management Group** is one of Australia's leading business speakers on the subjects of team and organisational turnaround by increasing the engagement levels of all staff. Shirley is an international author, a Master Coach, a facilitator and management trainer. Coaching Managers has led to startling results in productivity, staff moral and profitability. Her best selling book, Team Play, is used as a course book in universities and has been published overseas. In demand as an expert by the media, Shirley has been the behaviour expert on reality television and talkback radio.

**Jane Seymour**, Director - Sydney Practice, **Justitia Lawyers** was named as one of Australia's leading employment lawyers in the Asia Pacific Legal 500 (2006/2007), and is known for providing pragmatic, down-to-earth commercially focused advice. She ran a high profile business litigation in the 1990's and has worked on major business sales, purchases and mergers, both local and globally, and also on outsourcing core and non-core functions.

**Justyn Storrock**, Partner, Human Capital Management Leader Australia and New Zealand, **IBM Consulting** has worked closely with some of Australia's largest organisations undertaking the design and implementation of new HR service delivery models and driving sustainable performance through human capital interventions. Prior to consulting, Justyn held senior HR positions for several multi-national organisations and has led business improvement projects across Australia, Canada, France.

### WHO SHOULD ATTEND?

Individuals at the highest level of Human Resources:

- HR Directors
- HR General Managers
- HR Vice Presidents
- Heads of HR
- Chief Human Resources Officers
- CEOs
- Chairpersons

### CONFERENCE DATE AND VENUE

20 - 21 September 2007  
The River Room  
Crown Casino  
8 Whiteman Street  
SOUTHBANK VIC 3006  
Ph: 03 9292 8888  
Fax: 03 9292 6600

### PROGRAM CHANGES

Details regarding this conference were confirmed and correct at the time of printing. LexisNexis reserves the right to cancel or amend the conference details at any time if required.

### CANCELLATION

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 by 23 August 2007. If we receive written notification between 24 August 2007 and 6 September 2007 you will receive a 50% refund and conference documents. No cancellation requests will be accepted after 6 September 2007. You may nominate a replacement, however no refund will be issued.

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**Mail:** Conference Co-ordinator, LexisNexis  
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Please complete sections A, B and C

Conference code: **PD3207**

### A I would like to register for the Strategic Human Resources Forum

ABN: 70 001 002 357

#### Early Bird\* (expires 3 August 2007)

Two-day Conference \$1700 + GST = \$1870

#### Standard Price

Two-day Conference \$2000 + GST = \$2200

YES! Please subscribe me the Human Resources Magazine for the next 12 months for \$139 incl. GST.

#### CONFERENCE RESOURCES

I am unable to attend but would like to purchase a set of conference papers for the Strategic Human Resources Forum 2007 event for \$500 + GST = \$550

#### TEAM DISCOUNTS\*

Register a team of 3 for the Strategic Human Resources Forum at the same time, from the same organisation and receive a free pass for the 4th delegate.

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

### B Payment details Payment is due upon registration

Enclosed is my cheque for \$ \_\_\_\_\_ made payable to LexisNexis

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### C Delegate details (for additional delegates please photocopy form)

Mr/Ms/Dr \_\_\_\_\_  
First name Last name

Position \_\_\_\_\_

Organisation \_\_\_\_\_

Postal address \_\_\_\_\_

Suburb Postcode State

Telephone \_\_\_\_\_

Fax \_\_\_\_\_

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