

BREAKING NEWS:

Register now to receive **free access** to the Power2Motivate® reward and recognition solution **PLUS \$100 incentive voucher***. **Early bird extended to 23 September 2009!**

* Conditions apply see registration form for details.

HRLeader 2009 National Conference

- Award winning case studies
- Experience focused
- One comprehensive event



Sally Kincaid, Executive Director, People and Performance, ING
2008 Winner Australian HR Awards – HR Champion



Kerrie Field, General Manager, Human Resources,
St Vincents & Mater Health
2008 Winner Australian HR Awards – Best HR Leader



Damian Dooley, Director Human Resources, Sparke Helmore
2008 Winner Australian HR Awards – Employer of Choice



Sue Whipps, Human Resources Director, Janssen-Cilag
2008 Winner Australian HR Awards – Best Talent Management Strategy



Scott Ide, Director Human Resources, Asia Pacific,
Russell Investments
Rank 3 – Best Companies to Work For In Australia
(Great Place to Work Institute)



Jodi Dickson, Group Workplace Relations Manager,
Mounties Group
2008 Winner – HR Impact: Most Effective HR Department



Gayle Philpotts, Human Resources Director, Wyeth
2008 Finalist Australian HR Awards – Best HR Leader

PLUS special guest speakers



Kevin Panozza, Former CEO and Founder, Salesforce,
Chief Engagement Orator, Engagement Matters
Discover the 8 enemies of engagement!



Allan Schweyer, Senior Vice President
& Executive Director, Human Capital Institute (USA)
Internationally-respected analyst and speaker
Author, "Talent Management Systems"

20 – 21 October 2009 | Hilton on the Park, Melbourne

**Save time and money by
avoiding costly mistakes.**

- ☑ Lead beyond the downturn
- ☑ Identify engagement enemies
- ☑ Create long term organisational restructuring and change
- ☑ Retain high flyers and integrate innovative reward strategies
- ☑ Minimise costs and maximise integrated people management results

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REGISTER TODAY! PH: 1800 772 772 OR WWW.LEXISNEXIS.COM.AU/HUMANRESOURCES

HRLeader 2009

National Conference

Dear HR Professional

It is my pleasure to invite you to be a part of the **HRLeader 2009 National Conference: INNOVATE + ENGAGE: Inspired leadership and resilience towards the recovery.**

A key challenge for HR is to demonstrate **true leadership as a business partner** especially in times of change. In fact, effective management and communication of change is a critical skill for survival in the wake of the economic crisis.

Critical questions face HR leaders navigating the maze of economic downturn and on the path towards recovery: **How can we keep people engaged, retain high performers, minimise the impact of restructuring and balance profitability, performance and resilience in times of change?**

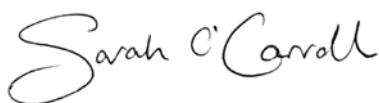
With 8 award-winning speakers, including **internationally-respected keynote speaker, Allan Schweyer, Senior Vice President & Executive Director, Human Capital Institute, 2008 Winner of the Australian HR Awards – HR Champion, Sally Kincaid, Executive Director of People and Performance, ING Australia and 2008 Winner - Best HR Leader; Kerrie Field, General Manager, Human Resources, St Vincents & Mater Health**, the event promises to be a most exciting and rewarding experience. Our most enigmatic guest speaker, **Kevin Panozza, former CEO and founder of Salesforce and Chief Engagement Orator, Engagement Matters** is sure to inspire and help you guard against the 8 enemies of engagement.

Bringing together Australia's leading HR professionals in **one dynamic, innovative and practical event**, you will benefit from two days of practical case studies, keynote discussions on emerging HR issues and interactive discussions that maximise networking opportunities and ensure your organisation is at the forefront of industry developments.

Be inspired and motivated to tackle the tough issues that HR professionals face in this day and age. Lead and empower your people on the path towards recovery.

We look forward to seeing you at the conference in October.

Yours sincerely



Sarah O'Carroll
Editor, *Human Resources Leader* magazine

Who should attend

CEOs, Vice Presidents, Heads, Directors, General Managers, Managers, Executives and Specialists of:

- Human Resources
- People and Culture
- Learning and Organisational Development
- Performance Management / Development
- Coaching and Mentoring
- Capability Development
- Talent Management / Development
- Change Management / Transformation
- Rewards and Recognition
- Employer Branding

"I found the topics relevant, practical and well-presented."

SOUTHERN QUEENSLAND INSTITUTE OF TAFE

"Very good messages provided by speakers. Much to take away from the conference."

ADELAIDE CITY COUNCIL

"Overall was very valuable. Best conference I've attended! Well worth the money to attend."

HOTHOUSE INTERACTIVE

8:20 **Conference registration**

8:50 **Welcoming remarks**

Sarah O'Carroll, *Editor, Human Resources Leader magazine*

9:00 **Opening remarks from Chairperson**

Susan Heron, *CEO, Australian Institute of Management*

9:10

INTERNATIONAL KEYNOTE SPEAKER

Resilience and the changing HR paradigm: Gazing into the crystal ball to what lies ahead

- What are current workforce trends to watch out for? Are we headed towards an employer's market?
- Examining the shift from attraction and retention to productivity and engagement
- What is the future role of the HR leader? – shifting from operational to strategic HR
- Revisiting the HR model – the most effective business structures
- Changing nature of strategy and how HR fits within this paradigm
- Adapting to a changing market – overcoming challenges in building a resilient workforce
- Connecting organisational resilience with personal resilience

Allan Schweyer, *Senior Vice President & Executive Director, Human Capital Institute (USA)*

9:55



AWARD-WINNING CASE STUDY

Demonstrating the HR value-add and ROI – enriching organisational capability through HR

- Increasing performance, effectiveness and impact of HR
- Proving return on investment – why metrics improve the business case
- Integrating HR strategies into core business strategies
- Best practice people management metrics
- Mitigating bottom-line effects of churn
- Creating HR value: Adding value effectively and cost-efficiently

Jodi Dickson, *Group Workplace Relations Manager, Mounties Group*
2008 Winner – HR Impact: Most Effective HR Department

10:40 **Morning tea**

11:10 **Managing legal issues in a modern workplace**

With a raft of new workplace legislation commencing, businesses are faced with yet another round of compliance challenges. In addition many businesses are lot leaner as a result of restructuring and cost containment.

Campbell's presentation will outline:

- Key challenges facing organisations
- Prioritising the compliance challenges
- Practical examples of how leading employers are transitioning to the new workplace

Campbell Fisher, *Solicitor Director and Managing Partner of FCB Workplace Lawyers, Accredited Specialist in Employment and Industrial Law and Chairman of PeopleInsite*

11:55



AWARD-WINNING CASE STUDY

Optimising your workforce: Pulling the right levers

Drawing from his experience with award-winning organisations, Damian will evaluate aspects of the business model and key levers which the business can 'pull' to impact performance.

- Integrating people planning with business planning – boosting bottom-line impacts
- Right-sizing your workforce – matching your workforce to the right business requirements
- Determining the ideal shape of the practice and driving labour management to meet targets
- Identifying and filling the talent gaps
- Hitting the bullseye: Setting personal performance targets tracked against organisational targets
- Bringing HR, finance and business leaders into close alignment to meet labour needs, costs and talent
- Maximising your people return

Damian Dooley, *Director Human Resources, Sparke Helmore*
2008 Winner Australian HR Awards – Employer of Choice

12:40

Networking lunch for speakers and delegates

Sponsored by: Power2Motivate®

1:40

GUEST SPEAKER

Guarding against the 8 Enemies of Engagement

- Maximising engagement in downturn
- Why high employee engagement is critical to retain high quality people
- Factors that contribute to low engagement and poor performance
- Identifying the villains of engagement and developing powerful defences and strategies against them
- Challenges and successes towards delivering on customer expectation
- How employee success equates to company success

Kevin Panozza, *Former CEO and Founder, Salesforce, Chief Engagement Orator, Engagement Matters*

2:25



CASE STUDY

Empowering your employees to succeed: Smarter ways to invest in your people for the long-term

- Evolving your organisational model to your environment
- Ensuring your psychological contract with employees is not breached – building emotional credibility in the bank accounts of people
- How to do more with less: Innovative and flexible strategies to maximise tight budgets and create leverage off resources
- Hiring talent for fit and capability vs experience
- Unlocking opportunities for growth and development
- Building an emotionally-resilient workforce – Is your workforce equipped to face the challenges ahead?

Klaus Duettoft, *Senior Regional HR Director, ebay Asia Pacific*

3:10

Afternoon tea

Partnership and resilience towards the recovery

DAY ONE CONTINUED...

3:40



CASE STUDY

Inspired HR leadership and adaptability in times of downturn and beyond: Inside the pressure cooker

- What is HR's key role to play in this crisis? – adaptability to meet rapidly changing business needs
- How the downturn is changing CEOs and how to equip leaders with agility, flexibility of mindset to manage the downturn
- How can HR managers shape strategy and long-term decision-making?
- What is HR's role in navigating short-term problems and challenges and long-term issues?
- Maximising HR impact on business performance – the balancing act between short-term and long-term objectives
- Equipping your organisation to emerge out of the downturn leaner, fitter and stronger

Lisa Cooper, Regional Director, Human Resources, CB Richard Ellis

4:25

THINK TANK

Survival tactics to manage the downturn – Is the war for talent over?

This interactive discussion will brainstorm on ideas, strategies and innovations in HR to forge the roadmap to resilience in times of economic downturn whilst providing an excellent avenue for networking.

- What are the top HR challenges in 2009-10 and how can we overcome them?
- Critical HR skills for survival to manage the recession
- Driving change within an organisation
- Profitability, performance and organisational resilience – a balancing act?
- Shrinking workforce, same deliverables? How is cost-cutting impacting the business?

5:15

Closing remarks from the Chair

5:20

Close of day one

5:30

Networking drinks

Take this opportunity to unwind, meet new contacts and re-establish old acquaintances.



The HR Leadership Awards presentation evening

Don't miss out on the excitement of the HR Leadership Awards presentation. The anticipation of last year's winners created an exhilarating event and this year's presentation will be held the day after the conference.



DAY TWO WEDNESDAY 21ST OCTOBER 2009

8:30

Conference registration

9:00

Opening remarks from the Chairperson

Susan Heron, CEO, Australian Institute of Management

9:10



AWARD-WINNING CASE STUDY

Driving the business forward through communication, leadership and strategic HR partnership in times of change

- The key to ensuring that "people" are central to, and enable the business strategy
- Creating strategic HR roadmaps that position you well for the future and also meet the business needs of today
- Ensuring senior leadership are all singing from the same hymn sheet and driving the same change agenda
- Investing in talent – what do you really need to do to ensure you have strong leadership pipelines and retain critical individuals
- Improving your workplace and business through listening and acting on real feedback
- Fostering a culture of trust and respect, whilst creating an organisation that executes well

Sally Kincaid, Executive Director, People and Performance, ING Australia

2008 Winner Australian HR Awards – HR Champion

9:55



AWARD-WINNING CASE STUDY

Leveraging HR strategy to transform the business culture – driving engagement and excellence

- Creating a HR strategy that builds on current mission and values, combining both the business needs and a focus on people to create the necessary culture
- Developing metrics to demonstrate success
- Examining the role and impact of branding – forging a unique employee value proposition (EVP)
- Finding the key to motivation and employee satisfaction
- How culture breeds excellence and contributes to engagement

Gayle Philpotts, Human Resources Director, Wyeth

2008 Finalist – Best HR Leader

10:40

Morning tea

11:10



AWARD-WINNING CASE STUDY

Journey towards becoming employer of choice: the holy grail of competitive advantage

According to a recent study, 21% of Australian employees are actively disengaged in the workforce. This in turn impacts on the bottom-line, costing businesses around \$33.5 billion annually. This session will tackle:

- What makes a great place to work?
- Towards becoming people-centric – listening to your people
- Driving employee satisfaction and motivation
- Clarity and direction in setting objectives, aligning development plans with career aspirations
- How to make your workplace more competitive – transforming your workplace to gain a competitive advantage: impacts on attraction, retention, engagement, productivity

Scott Ide, Director Human Resources, Asia Pacific,

Russell Investments

Rank 3 – Best Companies to Work For In Australia (Great Place to Work Institute)

DAY TWO CONTINUED...

11:55



CASE STUDY

**Maximising performance, profitability, and potential
- Enabling your organisation to succeed**

- Ensuring top team effectiveness, leadership bench-strength, and engaged talent pools
- Key competencies to enable your organisation succeed – assessing the performance impact on profitability
- How does performance translate to profitability?
- Linking organisational objectives and personal/leadership objectives
- Incentivising performance – A balance of pay and performance
- Why ongoing, constructive performance and behavioural feedback is critical
- Measuring talent processes: Installing relevant HR metrics into talent processes

Peter Normand, *Vice President, Human Resources, Australia & New Zealand, American Express*

3:10

Afternoon tea

12:40

Networking lunch for speakers and delegates

1:40

INTERACTIVE PANEL DISCUSSION

Organisational restructuring and change – what's best for long-term?

Restructuring is the number one issue for CEOs in 2009. In a troubled climate, redundancies are common, however, poor handling can cost the organisation not only dollars but reputations. How can businesses mitigate the risk, and improve bottom-lines without losing sight of the long-term?

- Redundancy, retrenchment, redeployment – what's the alternative?
- Is outsourcing an option for cost advantage?
- How to approach redundancy programmes – alleviating impact on employees and reducing risk in the change process
- Leading, managing and effectively communicating change – why honest, transparent communication is key
- Challenges towards maintaining confidence in leadership
- Getting your head around departure packages – the headache of tax-free and non-tax-free payments, annual and long-service entitlements, superannuation, share options and more
- Avoiding the slump in motivation following restructures: Keeping the morale and optimism high

Panellists:

Sally Kincaid, *Executive Director, People and Performance, ING Australia*

Steve Rowe, *Senior Director, Human Resources, Pfizer*

Lisa Cooper, *Regional Director, Human Resources, CB Richard Ellis*

Peter Normand, *Vice President, Human Resources, Asia Pacific, American Express*

4:25



CASE STUDY

Maximising impact, minimising cost: Elements of an integrated people management strategy

The City of Melbourne (CoM) believes that there is no magic bullet to become successful in attraction and retention. HR Departments must be competitive in all areas of people management if they wish to attract and retain talent. This session will discover CoM's achievements in:

- Developing a reputation as a leader in workplace flexibility
- Providing employees with innovative health and wellbeing programs on a shoestring
- Developing award-winning leadership and development programs that attract and retain key talent
- Continuously improving recruitment and induction processes
- Designing an attraction and retention website that encourages employees to choose their own adventures
- Maximising choice, minimising cost, improving quality and regaining control in relation to agency recruitment
- Overhauling performance management processes to provide regular feedback and development opportunities for employees

Mike Dawson-Smith, *Manager, Human Resources, City of Melbourne*

5:00

Closing remarks from the Chair

5:10

Close of Conference

2:25



AWARD-WINNING CASE STUDY

The secrets to retention: keeping your high-fliers from straying

One in four high-potential employees plan on quitting in 2009, according to research by the Compliance and Ethics Leadership Council. With these alarming statistics, this session will cover:

- What makes high-fliers tick? – retaining and engaging high performers
- Enabling your best people – recognising and rewarding high performance
- Piecing together the puzzle - aligning performance with organisational goals / direction
- Building a robust performance culture
- Connecting with the bigger picture – involving your best people in re-examining the operating model and increasing efficiency

Priority registration form

HRLeader 2009

National Conference

4 easy ways to register

Phone: 1800 772 772
Fax: (02) 9422 2338
Online: www.lexisnexis.com.au/HumanResources
Mail: Conference Co-ordinator, LexisNexis
Locked Bag 2222,
Chatswood Delivery Centre, Chatswood NSW 2067
or: DX 29590 Chatswood

Please complete sections A, B, C, D

Delegate 1 details

Mr/Ms/Dr: _____
First name Last name

Position: _____

Organisation: _____

Postal address: _____

Suburb Postcode State

Telephone: _____

Fax: _____

Email (required**): _____

Delegate 2 details

Mr/Ms/Dr: _____
First name Last name

Position: _____

Telephone: _____

Fax: _____

Email (required**): _____

Delegate 3 details

Mr/Ms/Dr: _____
First name Last name

Position: _____

Telephone: _____

Fax: _____

Email (required**): _____

** to send conference confirmation

Please tick

- ☐ **YES!** I wish to register and attend the **HR Leadership Awards** presentation evening on Thursday, 22 October 2009, Melbourne.
- ☐ **YES!** Please subscribe me to the **Human Resources Leader magazine** for the next 12 months for \$47.27 + GST = \$52

Conference resources

- ☐ I am unable to attend but would like to purchase a set of conference papers for the **HRLeader 2009 National Conference** \$360 + GST = \$396

Group booking

Register 3 or more people from the same organisation at the same time and book at the advance price anytime per person.

Power2Motivate® offer - conditions

Access to the Power2Motivate® demonstration site will be provided as a trial from 20 October 2009 to 1 January 2010. The \$100 voucher will only be provided to the first 50 registrations of the full 2 day conference.

TAX INVOICE

Conference code: **PD7709** ABN: 70 001 002 357

C Event pricing (please tick your selection)

EXAMPLE

<input checked="" type="checkbox"/>	2 day conference	I	\$1,800 + GST = \$1,980	\$1,980
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Advanced (register and pay before 31 July 2009) and 3 or more group booking price

Please Select	Options	Qty	Price	Subtotal
<input type="checkbox"/>	2 day conference		\$1,800 + GST = \$1,980	
<input type="checkbox"/>	1 day conference #		\$900 + GST = \$990	

Early Bird Price (register and pay after the 31 July 2009 and before 23 September 2009)

<input type="checkbox"/>	2 day conference		\$1,950 + GST = \$2,145	
<input type="checkbox"/>	1 day conference #		\$1,050 + GST = \$1,155	

Standard Price (register and pay after 23 September 2009)

<input type="checkbox"/>	2 day conference		\$2,050 + GST = \$2,255	
<input type="checkbox"/>	1 day conference #		\$1,150 + GST = \$1,265	
<input type="checkbox"/>	The HR Leadership Awards		\$190.90 + GST = \$210	

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

Please select which day you wish to attend ☐ Day 1 ☐ Day 2

D Payment details

Payment is due upon registration. This document will be a Tax Invoice/Receipt for GST upon completion of payment.

☐ Enclosed is my cheque for: \$ _____ made payable to LexisNexis

☐ Pay by credit card: Please charge \$ _____ to

☐ Mastercard ☐ Visa ☐ American Express

Card number: _____/_____/_____/_____

Expiry: ____/____

Name of cardholder: _____

Signature of cardholder: _____

☐ Charge to my LexisNexis account: \$ _____

Account number: _____

Signature: _____

Name of approving manager: _____

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 has been received. LexisNexis' cancellation policy applies as follows. If cancellation is notified in writing:

- One calendar month or more prior to the first day of event: LexisNexis will refund your registration fee less \$165.00 administration cost.
- Between one calendar month plus one day and 14 days prior to the first day of event: LexisNexis will refund 50% of the fee paid by you and provide you with a copy of event papers.
- 13 days or less prior to the first day of the event: LexisNexis will not refund any part of your fee. However, you may nominate a replacement delegate to attend in your place.

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Please direct your enquiries to privacy@lexisnexis.com.au

☐ Tick here if you DO NOT wish to receive information about upcoming events

☐ All delegates will be added to the HR Leader fortnightly email subscription. Please tick the box if you do not want to subscribe. You can unsubscribe anytime directly via the email.

☐ Please tick here if you do not want sponsors to receive your details. Please note: to receive your voucher or access the Power2Motivate® trial, your information will need to be provided.