

The sixth annual

HR SUMMIT

08

7-8 OCTOBER 2008
STAMFORD PLAZA
BRISBANE

ASIA-PACIFIC'S LEADING HR AND MANAGEMENT EVENT

BRISBANE

Unlock, retain and manage the talent within your organisation

Learning outcomes:

- Strategic techniques to empower your employees
- Identify efficient recruitment and retention strategies
- Reap the rewards of flexible work arrangements
- Strengthen your succession planning and talent management
- Effectively manage a virtual organisation in a global economy
- Integrate HR with your company's growth plans
- Understand and manage culturally diverse teams
- Track the latest industrial relations, migration and workplace agreement reforms

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day one TUESDAY 7 OCTOBER 2008

8:30am–9:00am Registration and breakfast reception

9:00am–9:05am Conference welcome and opening remarks from Chairperson

9:05am–10:00am **Self-leadership: The secret to self-driven employee engagement**

As HR professionals, how can we better look after ourselves, so that we are in the best possible situation to look after our team? In this session, Ian Hutchinson, a self-driven employee engagement specialist who has worked with a number of best employers, will show you that the key to employee engagement is self-leadership.

- Improve employee engagement through the three main pillars of self-leadership: work-life balance, job fulfilment and personal cash flow management
- Learn the key strategies for creating a sustainable win-win culture through self-driven employee engagement
- Discover your own self-leadership and prioritisation strategies

Ian Hutchinson, chief engagement officer, Life By Design

10:00am–10:30am **Best practices on retention strategies**

This session focuses on HR innovations within an award-winning local council. Learn which strategies work and why, including:

- Career development opportunities
- Flexibility for families
- Financial rewards
- Lifestyle flexibility
- Positive work environment

Dr Ian Niven, chief HR officer, Brisbane City Council

10:30am–11:00am Refreshments and networking break

11:00am–11:30am **Flexible work arrangements: A strategic overview**

- Latest developments
- Business benefits
- Innovative work models

• Making the most out of work-life balance arrangements

Stephen Nance, state manager, workplace relations division, Commerce Queensland

11:30am–12:30pm **Engaging employees**

Combat employee disengagement with Karen Schmidt as she reveals what you as a manager can do to re-engage your employees, regardless of your industry or their occupation.

- Analyse the engagement levels of your team
- Identify the factors impacting on your engagement levels
- Create a culture of engagement
- Examine the manager's role in engagement

• Design a step-by-step plan for lifting engagement levels

Karen Schmidt, re-engagement expert, Let's Grow!, winner NSAA 2006 Qld Speaker of the Year

12:30pm–1:30pm Luncheon reception

1:30pm–2:30pm **Investing in work-life balance**

Explore the balance between work and other areas of our life. This session offers a step-by-step guide for HR managers to:

- Consider what work-life balance might mean for your organisation and employees
- Discover how to offer work-life balance options that both employees and your organisation agree upon
- Make the work-life balance offering integral to long-term corporate HR strategy

Lyn Fletcher, director of operations, Relationships Australia

2:30pm–3:00pm **Benchmarks for HR excellence**

- Training and development
- Organisational and staff goals
- Decision-making and information-sharing

Dr Ann Stewart, director, the equity office, The University of Queensland
Lorae Carr, recruitment team leader, Origin Energy

3:00pm–3:30pm Refreshments and networking break

3:30pm–4:00pm **Visas for business: Benefiting from Australia's skilled migration program**

This session will explore the recent changes to Australia's business visa scheme and future demands, focusing on:

- Highly-skilled staff across diverse industries
- Balancing visa and training needs
- Short and long-term staffing needs

In addition to the latest developments involving:

- Continuing government review of the 457 visa scheme
- Other temporary visas
- Permanent visa opportunities
- Changes that may affect temporary business entry

David Crawford, partner, Fragomen

4:00pm–4:30pm **InRhythm drumming session**

Drumming, dance and music have been used in cultures around the world for centuries to bring communities together in non-verbal communication. Join this exciting session to gain first-hand experience of how drumming, dance and music can:

- Build team spirit
- Enhance creative thinking
- Encourage people to take the lead
- Increase loyalty and communication

Eliot Orr, facilitator, InRhythm

4:30pm–5:30pm Cocktail reception

day two WEDNESDAY 8 OCTOBER 2008

8:30am–9:00am Registration and breakfast reception

9:00am–9:05am Opening remarks from Chairperson

9:05am–9:30am **Managing the virtual organisation**

- Discover the value of collaborative work in a global company
- Tap into the skills and expertise of staff across your organisation
- Use the latest technology for workplace collaboration
- Learn strategies to manage employees located in dispersed locations

John Maley, HR director, Unisys Australia

9:30am–10:00am **People sourcing scorecard**

- Developing people sourcing into a proactive and value-added solution in a candidate-short market
- Sourcing strategies that work
- High touch recruitment service delivery
- Measuring success

Sarah Childs, senior people sourcing advisor, Energex

10:00am–10:30am Refreshments and networking break

10:30am–11:30am **Forward with Fairness legislation: The implications for your organisation**

This practical session includes an analysis of the new proposed Forward with Fairness legislation and assesses the implications for organisations' day-to-day operations. This session will focus on how and why businesses should adapt in the lead up to 1 January 2010, including:

- National Employment Standards
- Modern awards
- Performance management
- Unfair dismissal
- Collective agreement flexibility provisions – the alternative to AWAs

Jamie Robinson, partner, Harmers Workplace Lawyers

11:30am–12:00pm **Managing culturally diverse teams**

- Learn how to build cooperation and engagement in a culturally diverse workforce
- Achieve workplace harmony in an international environment using proven methodologies
- Implement a cultural sensitivity training program to benefit the company's overall performance
- Discover how culturally diverse organisations can unite to build a unique corporate culture after a merger and acquisition

Sean Fernando, general manager HR, Infosys Australia

12:00pm–12:30pm **Linking your HR strategies to the company's big picture**

- Learn about how to measure the outcomes of HR initiatives to ensure their direct impact on the company's big picture
- Understand why HR needs to add value across the entire organisation
- Ensure HR is seen as a true strategic business partner

Matthew Cunneen, managing director, Satsuma Solutions

12:30pm–1:00pm **Building on the strategic capabilities of your employees**

- Design and implement a capability framework which is:
 - * Relevant to all employees
 - * Responsive to the organisation's business needs
 - * Embracing of organisational values

• Discover successful communication strategies to enhance employee 'buy-in' and embed new behaviours into employees' daily routines

• Identify enablers that build high quality organisational and strategic capabilities

• Learn how to prepare and support employees to meet challenges within a competitive, dynamic and quality driven environment

Mark Harris, educational leader, Southbank Institute of Technology

1:00pm–2:00pm Luncheon reception

2:00pm–2:30pm **Wellness programs as a business strategy**

Discover how to incorporate health at work as a priority in your organisation and encourage lifestyle changes that can reduce employee health risks. This session will focus on:

- Fitness programs
- Presenteeism
- Incentives
- Mental health and depression

Bob Boyd, president, National Wellness Institute of Australia
Halima Goss, secretary and treasurer, National Wellness Institute of Australia

2:30pm–3:00pm **Aligning your HR strategy with corporate social responsibility**

This session will provide an in-depth discussion on:

- Latest CSR developments
 - Role of CSR in an HR context
 - Practical guidelines for implementing CSR
- Gail Rehbein, senior advisor, Australian Centre for Corporate Social Responsibility*

3:00pm–3:30pm **Succession planning and talent management**

- Create a succession planning strategy that draws on deep and well-prepared talent pools from within the company
- Identify untapped talent within your organisation
- Learn succession strategies to retain top talent

3:30pm Conference adjourns

CASE STUDY

INTERACTIVE Q&A

INTERACTIVE TEAMBUILDING SESSION

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Thought leaders:



Ian Hutchinson
chief engagement officer
Life By Design



Dr Ian Niven
chief HR officer
Brisbane City Council



Stephen Nance
state manager – work-
place relations division
Commerce Queensland



Lyn Fletcher
director of operations
Relationships Australia



Dr Ann Stewart
director, the equity office
The University of
Queensland



David Crawford
partner
Fragomen



Sarah Childs
senior people
sourcing advisor
Energex



Jamie Robinson
partner
Harmers Workplace Lawyers



Sean Fernando
general manager HR
Infosys Australia



Matthew Cunneen
managing director
Satsuma Solutions



Bob Boyd
president
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Gail Rehbein
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Karen Schmidt
re-engagement expert
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of Technology



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