

The sixth annual

HR SUMMIT 08

8 JULY 2008
SOFITEL HOTEL
MELBOURNE

ASIA-PACIFIC'S LEADING HR AND MANAGEMENT EVENT **MELBOURNE**

DISCOVER HOW AUSTRALIA'S TOP COMPANIES ARE SUCCESSFULLY FIGHTING THE WAR FOR TALENT

DIRECTORS FORUM HIGHLIGHTS:

- Explore current executive remuneration trends
- Hone your political skills: learn how to use positive office politics within your organisation
- Identify strategic business drivers to help you gain buy-in from the board
- Learn how to manage cultural change and legal exposure during mergers and acquisitions
- Identify new innovative solutions used by best employers to engage employees

MAIN CONFERENCE HIGHLIGHTS:

- Discover how to identify untapped talent within your organisation
- Take away practical strategies to implement a cost-effective and successful retention program
- Gain senior management buy-in for your HR policies
- Incorporate strategies that can help you manage virtual teams and conduct business remotely
- Explore new and novel ways to combat the talent shortage



“This is the one event in the year that justifies time out of the office”

HR Summit 07 Sydney delegate Jodi Fisher,
human resource manager, GARVAN INSTITUTE

- Hear from Australia's top HR professionals
- Interactive workshop-style sessions
- Discuss contemporary HR issues with like-minded peers
- Establish useful contacts through speed networking

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MAIN CONFERENCE AGENDA

8.00 – 8.30 Registration and breakfast reception

8.30 – 9.00 Networking breakfast

9.00 – 9.15 Opening remarks from the Chair

9.15 – 10.05 Self-leadership: The secret to self-driven employee engagement

KEYNOTE SESSION

As HR professionals, how can we better look after ourselves, so that we are in the best possible situation to best look after our team? This session will show you how the key to employee engagement is self leadership.

- Discover how to 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, CEO, LifeByDesign, author and lifestyle strategist

10.05 – 10.50 Innovative strategies to retain staff

CASE STUDY

- Hear about St.George's successful retention strategy
- Hear proven and pioneering ways to use employee benefits to attract, retain and motivate high performers
- Learn how an effective employer value proposition can help you retain staff

Robert Marriott, general manager, human resources (corporate), St.George Bank

10.50 – 11.10 Morning break

11.10 – 12.00 Industrial relations update

LEGAL

Don't miss this opportunity to listen to the latest updates to Australia's employment law. Ensure you are complying with the legislation as an employer.

- Identify what has and will change under the new workplace law regime
- Determine your rights and responsibilities as an employer
- Understand the risks and opportunities for your business under the new system

12.00 – 12.40 Wellness programs as a business strategy

CASE STUDY

- Learn about BMW's successful 'wellness' initiatives
- Identify why health at work should be a priority in every organisation and encourage lifestyle changes that can reduce employee health risks
- Hear about BMW's HR strategy to determine and respond to employee aspirations via its C.A.R.E. program

Adrian Dolling, general manager – HR, BMW Group Australia

12.40 – 1.30 Lunch

1.30 – 2.15 Understanding and managing culturally diverse teams

CASE STUDY

Did you know that cultural differences in the workplace account for one in five reasons why globally sourced projects fail?

- Learn how to build cooperation and engagement in a culturally diverse workforce
- Achieve workplace harmony in an international environment using proven methodology based on the works of Geert Hofstede and Infosys' case study
- Learn about Infosys' cultural sensitivity training program and how it has benefited the company's overall performance
- Discover how culturally diverse organisations can come together and build a unique corporate culture after a merger or an acquisition
Sean Fernando, general manager of HR, Infosys

2.15 – 3.00 Succession planning and talent management

CASE STUDY

- Hear how David Jones has created a succession planning strategy that draws on deep and well-prepared talent pools from within the company
- How to identify untapped talent within your organisation
- Find out how you can use your succession strategy to retain top talent

Katrina Boulton, regional HR manager – HR operations, David Jones

3.00 – 3.20 Afternoon break

3.20 – 4.05 Linking your HR strategies to the company's big picture

CASE STUDY

- Hear about the three keys to Rendezvous Hotels and Resorts International's strategic HR initiatives: clear branding, culture development and talent management
- Find out how Rendezvous measures the outcomes of HR initiatives and proves their direct impact on the company's big picture
- Learn new ways to add value across the organisation and be seen as a true strategic business partner

Patrick Sheehan, senior vice president operations, Rendezvous Hotels and Resorts International

4.05 – 4.50 Managing virtual teams

CASE STUDY

- Hear about Woods Bagot's successful global studio and its strategies to manage employees located in separate geographical areas and time zones
- Identify effective leadership techniques for virtual teams and how to overcome challenges that can affect the team dynamic and productivity
- Build trust with staff members when you cannot make eye contact and discover strategies to conduct business remotely

James Calder, director of workplace, Woods Bagot

4.50 – 5.00 InRhythm drumming session

INTERACTIVE TEAMBUILDING SESSION

Drumming, dance and music has been used in cultures around the world for centuries to bring communities together in non-verbal communication. Join this exciting session, where drumming, dance and music will:

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

Beau Bruderlin, co-director, InRhythm and Tim Orgias, co-director, InRhythm

5.00 Chair's closing remarks and end of conference

5.00 – 6.00 Cocktail function and speed networking

Speed networking is the new, exciting and highly productive way to meet your fellow delegates and industry leaders – all in the one place! Maximise the value of your time at the HR Summit and capitalise on this opportunity to meet more people in a one-hour session than you could anywhere else. Use this fun and fast-paced session to exchange business cards, set up meetings, and initiate profitable business relationships.

Facilitated by Jen Harwood, CEO, Direct Incite

“Great practical advice. I look forward to using Patrick Sheehan's approach with the management team at my workplace”

2008 HR Summit Sydney delegate

FREE GIFT

Conference and Directors Forum delegates are entitled to this great travel bag. Available on-site at the HR Summit 2008

*conditions apply



DIRECTORS FORUM AGENDA

8.00 – 8.30 Registration and breakfast reception

8.30 – 9.00 Networking breakfast

9.00 – 9.10 Opening remarks from the Chair

9.10 – 10.00 Talent shortage driving business transformation

- Explore new and novel ways to combat the talent shortage, including 'virtualisation', work redesign, mass career optimisation, cooperation and innovation
- Evaluate how the biggest and most successful organisations are responding to talent shortages
- Gain the tools that you need to meet the talent shortage with a significant and structured response

Lisa Barry, national practice leader, human capital, Deloitte

10.00 – 10.40 The role of HR as executive business partner

- Identify the strategic drivers of your business and what those drivers mean to your organisation (and you)
- How strategic HR management can increase revenue and improve operations (and how you can prove it)
- Develop a commercial focus so that you can produce positive outcomes for key stakeholders, employees, line managers, customers and investors

10.40 – 11.00 Morning break

11.00 – 11.50 Leadership development: Building a pipeline of future leaders

- Hear about GE's successful leadership development programs and interventions
- Find out how GE's leadership development programs have positively impacted the organisational culture
- Explore strategies to identify leaders that can potentially transform your organisation

Jim Nolan, vice president HR, General Electric

11.50 – 12.40 The 7 drivers of highly engaged organisations

- Get clarity on the vital seven engagement drivers that really count, and what to do about them
- Identify new innovative solutions used by best employers to engage employees simply and easily
- Reverse the 'whinge/entitlement culture' and replace it with a self-responsibility culture
- Learn how to provide scalable, flexible, easy to implement systems for creating a sustainable win-win culture
- Learn how to deal with the 'more with less' vicious cycle

Ian Hutchinson, CEO, LifeByDesign, author and lifestyle strategist

12.40 – 1.40 Lunch

1.40 – 2.30 HR strategies in mergers & acquisitions

- Discover how to overcome difficulties in attracting talent during and after integration
- Find out how to sensitively and pragmatically manage redundancies
- How to retain high performers (or anticipate and plan around their departure)
- Hear successful ways to manage cultural change
- Align the transaction with your organisational values

Jane Thomas, head of people and culture, AGL Energy

2.30 – 3.00 Directors' legal checklist for mergers and acquisitions

- Standardising contracts and benefits
- Under-estimated compensation & benefits exposure
- Unforeseen legal exposure and intellectual property issues
- Identifying threats and opportunities
- Integration considerations and lessons learnt from previous transactions

3.00 – 3.20 Afternoon break

3.20 – 4.00 Executive remuneration in Australia: Managing in a changing environment

- The current remuneration environment
- Accounting, regulatory and market developments in executive remuneration
- Australian public company practices
- The link between executive performance and reward
- Emerging trends in executive remuneration

Bruno Cecchini, partner, Human Capital, Ernst & Young Australia

4.00 – 5.00 Political intelligence

WORKSHOP

- What is political intelligence and positive organisational politics?
- Test your political intelligence skills
- Understand the relationship between power and politics
- Increase your political skills to influence positive politics in your organisation

Fabian Dattner, partner, Dattner Grant

5.00 Chair's closing remarks and end of conference

5.00 – 6.00 Cocktail function and speed networking

See main conference agenda for full details.

KEY SPEAKERS INCLUDE



Robert Marriott
general manager
human resources
(corporate),
St George Bank



Adrian Dolling
general manager HR,
BMW Group
Australia



Jane Thomas
head of people
and culture,
AGL Energy



Jim Nolan
vice president HR,
General Electric

* Key Media reserves the right to vary the program and speakers due to any cancellations or rescheduling

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**KEY
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REGISTRATION FORM



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Registration fees include the cost of papers, delegate bags and five-star lunch

EARLY BIRD

Register and pay by 6 June 08

STANDARD PRICE

Main Conference	Conference (includes entry to Conference sessions only)	<input type="checkbox"/> \$450 (excl GST)	<input type="checkbox"/> \$550 (excl GST)
Directors Forum	Directors Forum (this pass will grant you access to the Directors Forum sessions PLUS the Conference sessions NB. Directors Forum sessions run concurrently to the Conference)	<input type="checkbox"/> \$750 (excl GST)	<input type="checkbox"/> \$850 (excl GST)
Team pass	A discount is available to three employees from the same organisation (includes one Directors Forum pass and two Conference passes)	<input type="checkbox"/> \$1,550 (excl GST)	<input type="checkbox"/> \$1,850 (excl GST)

B OFFICIAL HR SUMMIT 08 SPEED NETWORKING AND DRINKS FUNCTION, 5.00 – 6.00 FREE TO ATTEND

This session will run as part of the networking drinks function, however, we do need to confirm numbers.



C PERSONAL DETAILS

Company _____

Address _____

City _____ State _____ Postcode _____

Phone _____ Fax _____

> **Delegate 1:** First name: _____ Surname: _____ Job title: _____
Mobile: _____ E-mail: _____

> **Delegate 2:** First name: _____ Surname: _____ Job title: _____
Mobile: _____ E-mail: _____

> **Delegate 3:** First name: _____ Surname: _____ Job title: _____
Mobile: _____ E-mail: _____

A delegate list may be provided to our speakers and stakeholders. To be excluded from this list please tick

A reminder message may be sent by SMS, please tick this box to be excluded from this list

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