

HR SUMMIT 2014

PERTH
21-22 MAY

FOUR POINTS BY SHERATON | 707 WELLINGTON ST, PERTH

THE INTERNATIONAL EVENT THAT'S *LOCAL*

SPEAKERS:



Damir Kucan
Executive General Manager HR
Crown Perth



Bruce McCowan
Head of Human Resources
Western Power



Kiersten Gregg
General Manager HR
Rio Tinto



Darian Ferguson
Director Human Resources
WA Police



Bruce Ross-Adams
Executive General Manager HR
St Ives Group



Solvita Bleiere
Human Capital Manager,
Nexia Perth



Sandie Beaumont
HR Manager,
Anchor Foods



Joseph Carrello
National HR Consulting
and EAP Services Manager,
Orsgroup



Christine Thompson
GM People Services
Department of Fisheries, WA



Julie Harrison
Partner – Human Capital
Deloitte



Kathryn Dent
Director
People and Culture Strategies



Margaret McLeod
HR Manager
The Perth Mint

TOPIC HIGHLIGHTS:

- The art and science of managing change
- How to inspire great leadership in others
- Partnering with the CEO
- Workplace bullying: the new landscape
- Mastering your own leadership presence

**REGISTER
NOW AND
SAVE UP TO
\$1,500**

Legal sponsor



Strategic sponsor



Official publication



Researched by



DAY ONE

WEDNESDAY 21 MAY 2014

8:00am **Registration opens**

9:00am **Welcome and opening remarks from the Chair**

9:15am **PARTNERING WITH THE CEO**

As the Senior HR Executive, one of the highest-stakes business relationships you have is with your CEO. An effective working relationship between the head of the company and the head of people is vital to the success of the business. What makes a successful CEO-HR partnership? What distinguishes those few HRDs who enter the CEO's inner sanctum as trusted advisor?

- Understanding the CEO's world
- Looking at business priorities, opportunities and problems as a business leader first and as a functional leader second
- Collaborating with peer executives with boldness and firmness but also diplomacy and astuteness in understanding diverse viewpoints
- Positioning yourself as a driver of strategy and constructive engagement with peer executives
- Acting as sounding-board and trusted counsel to the CEO in building effective working relationship across the business and developing organisational culture

David Clapin, CEO, Anchor Foods

Sandie Beaumont, HR Manager, Anchor Foods

10:00am **CASE STUDY: CULTURAL CHANGE AT WESTERN POWER**

After a critical parliamentary report called for a complete restructure of Western Power management, the organisation implemented one of WA's most successful large-scale change initiatives in recent history. In this session, you will hear how Bruce McCowan and his team transformed Western Power into a people-friendly employer that has been winning international awards for customer service excellence.

- Definition of the strategic issue
- Board engagement and fit with corporate strategy
- Alignment of HR strategy to underpin the strategic theme
- Metrics and alignment

Bruce McCowan, Head of Human Resources, Western Power

10:45am **Refreshments & networking break**

11:15am **IMPACT LEADERSHIP: CREATING LEADERS WHO MAKE YOU LOOK GOOD**

Strong, people-focused leadership is the key ingredient in the successful implementation of HR strategies. A good leader can turn abstract concepts into real and actionable outcomes (a poor leader can do the opposite). Receive proven advice on how to turn good managers into extraordinary leaders.

- Engaging leaders to reinforce corporate values and culture
- Creating an 'achievement culture' in your organisation
- Cultivating a culture of accountability and responsibility

Julie Harrison, Partner – Human Capital, Deloitte

12:00pm **CHANGE MANAGEMENT: THE ART AND SCIENCE OF LEADING CHANGE**

This session will provide hints and tips on key stages and critical elements of successful change management, from policy development, workflow mapping and benchmarking to overcoming resistance and coaching managers to provide powerful and inspiring leadership.

- Strategic leadership and change control

- Values-based and people-oriented approach to change management
- Hints and tips on critical stages and elements of change management

Christine Thompson, GM People Services, Department of Fisheries, WA

12:45pm **Luncheon reception for all attendees**

1:45pm **LEGAL EXPERT WORKPLACE BULLYING PART 1: NAVIGATING THE NEW LANDSCAPE**

The Fair Work Commission's new powers to hear workplace bullying complaints took effect on 1 January 2014, highlighting the obligation of HR leaders to reduce or eliminate the risk of workplace bullying and respond to complaints by employees. Several months on, how much has really changed?

- Overview of the new laws: Coverage and new powers of FWC
- Policies, procedures and systems that effectively protect against bullying claims
- Best-practice bullying investigation process
- Where do Courts draw the line between bullying and performance management?
- When does "interpersonal conflict" become bullying?

Kathryn Dent, Director, People and Culture Strategies

2:30pm **WORKPLACE BULLYING PART 2: AFTER THE CLAIM IS MADE**

Handling the legal aspects for a fair and equitable investigation into a bullying accusation is only the start of HR's role in managing claim. What happens after the investigation and decision has been made is equally as important. In this follow up session, Margaret McLeod will share practical steps to get the team back to performing including:

- How do you re-engage the team to work as one
- Stopping the rumours and water cooler talk
- Building trust – embedding your role as credible, independent adviser when the dust has settled
- Dealing with vexatious claimants – how to repair working relationships

Margaret McLeod, HR Manager, The Perth Mint

3:15pm **Refreshments & networking break**

3:45pm **PANEL: MENTAL HEALTH IN THE WORKPLACE**

Employers in WA face a multitude of mental health challenges, from managing Fly-In-Fly-Out (FIFO) workforces, to dealing with the tyranny of distance and the inherent nature of universally stressful occupations. This session examine what the biggest companies in WA are doing to create mentally healthy, resilient and supportive workplaces.

Darian Ferguson, Director Human Resources, WA Police

Kiersten Gregg, General Manager HR, Rio Tinto

Steven Kempin, National HR Manager, Coogee Chemicals

Joseph Carrello, National HR Consulting and EAP Services Manager, Orsgroup

4:30pm **Overview of key learnings from the Chair**

4:45pm **Networking drinks for all attendees**

DAY TWO

THURSDAY 22 MAY 2014

8:30am **Registration opens**

9:00am **Welcome and opening remarks from the Chair**

9:15am **COACHING THE RELUCTANT MANAGER**

HR practitioners have a complex and challenging task in coaching managers. Coaching engaged and motivated manager is quite easy..... Coaching someone who is reluctant – is a unique skill. This session will provide insight into how to successfully navigate this difficult area:

- encouraging strengths in others
- becoming a source of influence and trusted adviser
- making networks happen across the business
- being the social conduit, to produce a collaborative culture

Solvita Bleiere, Human Capital Manager, Nexia Perth

10:00am **PARTNERING WITH THE BUSINESS BY KEEPING IT SIMPLE.**

Simplicity, backed by research, is the key to ensuring HR is credible and adds real value to the achievement of business objectives. With Damir Kucan at the helm of HR, Crown Perth have achieved HR great results by 'keeping it simple'. Kucan feels that over the years, too many fads and overly complex and costly interventions have damaged the HR brand. Damir Kucan will cover the key elements of a user friendly and cost effective approach to partnering with the business in achieving results and engaging the workforce drawing on his experiences at Crown Perth.

Damir Kucan, Executive Manager HR, Crown Perth

10:45am **Refreshments & networking break**

11:15am **STAYING IN CONTROL: HANDLING CHALLENGING CONVERSATIONS**

As HR professionals, managers turn to us for advice on how to handle the most awkward and emotionally-fraught situations that arise in the workplace. The topics of conversations can range from the mildly-uncomfortable to the life-changing. How do you keep someone motivated while you're letting them know that they're not getting a pay rise? What is the most sensitive way of letting someone know that their role is being made redundant? This session will cover:

- Taking the power back: tips to tackle personality clashes
- Best-practice ways to handle awkward conversations about sensitive personal issues
- How to get back on track when conversations run off-course (and off-script)
- Insight into the psychology of workplace conflict

Julie Chapman, General Manager HR, Ertech Holdings

12:00pm **CASE STUDY BUILDING A SAFETY-CONSCIOUS CULTURE AT AIRLITE GROUP**

In its essence, OH&S is about workplace culture – without a great culture, even the best injury management plan will fail. This session will cover the cultural elements of Airlite Group's injury management plan, with a focus on how the HR team has consistently engaged its dispersed workforce to run a world-class OH&S program that has been recognised by the National Safety Council of Australia in its National Awards of Excellence.

- Injury management – best practice approach
- Leading from the top: how to get C-suite buy-in for investment in OH&S

- The Airlite way – a positive and proactive approach to injury management

Norma Cox, Group HR Manager, Airlite Group

12:45pm **Luncheon reception for all attendees**

1:45pm **HR'S SEAT AT THE TABLE: MASTERING YOUR OWN LEADERSHIP PRESENCE**

How can you transform yourself from a good HR Manager into an extraordinary business leader? Leadership is not about style or emulating another leader. It's about responsibility and stewardship. A true leader appeals not only to people's minds, but to their hearts, as leaders demonstrate through their vision and values.

- What is authentic leadership? How can you become and remain an authentic leader?
- Making the transition from adviser to leader
- 10 communication secrets of great leaders
- Making your mark on the business the right way, being liked verses being respected.

Bruce Ross-Adams, Executive General Manager HR, St Ives Group

2:30pm **PANEL DISCUSSION GOING IT ALONE: SURVIVAL TIPS FOR SOLO PRACTITIONERS IN WA OUT-POSTS**

This panel will draw on the knowledge of HR practitioners from leading international firms to discuss the unique position of HR professionals who are based in the local WA offices of national and global organisations. Our panellists will share their survival tips for operating in a complex, geographically-dispersed matrix structure.

- Keys to building local credibility and influence within the local office
- Managing up: how to successfully explain local differences to HQ
- Persuasion tips – winning resources from head office when face-to-face contact is limited

Jacqui Hoff, HR Manager, Deswik Mining

Sue Sinclair, HR Business Partner – WA, IBM

3:15pm **Wrap up from the Chair and close of conference**

LIMITED SPONSOR OPPORTUNITIES STILL AVAILABLE!

HR SUMMIT
2014

PROUDLY
SUPPORTED
BY

HRD
HUMAN RESOURCES DIRECTOR

FOLLOW US ON  & 

REGISTRATION FORM

HR SUMMIT PERTH 21 - 22 MAY 2014

FOUR POINTS BY SHERATON 707 Wellington St, Perth

Delegate information (please complete in BLOCK letters)

First name		
Last name		
Company		
Job title		
Address		
Suburb	State	Postcode
Phone		
Mobile		
E-mail		

☐ A list of seminar participants may be provided to our presenters.
Tick this box if you wish to be excluded from the list.

Additional Delegates

2nd Delegate

First name: _____
Last name: _____
Job title: _____ Mobile: _____
E-mail: _____

3rd Delegate

First name: _____
Last name: _____
Job title: _____ Mobile: _____
E-mail: _____

4th Delegate

First name: _____
Last name: _____
Job title: _____ Mobile: _____
E-mail: _____

SUPER SAVER DISCOUNTS AVAILABLE

SAVE OVER \$400 WHEN YOU REGISTER AND PAY BY 4 APRIL 2014

HOW TO REGISTER

Web: www.hrsummit.com.au

Fax: +612 8437 4750

Phone: Chloe Davis on +612 8437 4760

E-mail: chloe.davis@keymedia.com.au

Registration fees

Please tick the relevant box below

Individual Pass
(inc gst)

Team Pass (inc gst)
(4 for the price of 3)

SUPER SAVER

BOOK AND PAY BY 4 APRIL 2014

\$1,095.50

\$3,283.50

EARLY BIRD

BOOK AND PAY BY 24 APRIL 2014

\$1,204.50

\$3,613.50

STANDARD

BOOK AND PAY AFTER 24 APRIL 2014

\$1,534.50

\$4,603.50

Payment details

This form is a tax invoice when completed ABN: 74 096 504 308

Total payment

\$

☐

Please debit my credit card

Please supply your credit card details below

FULL PAYMENT IS REQUIRED
PRIOR TO THE EVENT

☐

Cheque Payable to Key Media Pty Ltd.

☐

ELECTRONIC FUNDS TRANSFER (EFT)

Please transfer funds directly to:

Commonwealth Account Name: Key Media Pty Ltd

BSB: 062 247 Account No: 10280433

Please quote reference number s598 and delegate name

Card details

☐

Visa

☐

Diners

☐

Mastercard

☐

Amex - (Amex 4 digit pin _____)

Credit card no.

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------

Please note: For payments made with American Express and Diners, a 4% processing fee will be added to the final invoice

Name on card

Expiry date / /

CCV

Cardholder signature

Cancellation, transfer and privacy

If you are unable to attend, a substitute delegate is welcome at no extra charge. Cancellations received in writing 14 or more days in advance will receive a refund minus a \$200 administrative fee or the balance issued as a credit note valid for use towards another Key Media event within 12 months of the date of issuance. The company regrets **no refunds will be made less than 14 days prior to the event.** Should a delegate register for an event and cancel prior to full payment being made, a \$200 administrative fee will be charged. Should Key Media cancel or postpone a conference, delegates will receive a full refund. Key Media is not responsible for any loss, damage or additional costs incurred as a result of an alteration, cancellation or postponement of an event. Please note all speakers and content are confirmed at time of publication; however we reserve the right to modify or alter the program including advertised speakers without notice should circumstances beyond our control require substitutions or cancellations. Key Media is not liable for the content of any speaker presentations.

s598/WEB

Paid attendees will receive a confirmation of registration via e-mail. If you DO NOT receive this confirmation within 48 hours please contact accounts on (02) 8437 4700 immediately.