

AHRI 2010 Leadership CONFERENCE

VIC

2 September
Melbourne Convention
& Exhibition Centre

The 2010 AHRI Leadership Conference will present research, case studies and the latest thinking in people management.

The conference is designed to deliver innovative solutions to current and future human resources challenges.

Speakers will explore creative ways in which HR can make an impact and prepare for the challenges that the current socioeconomic climate will bring.

National Sponsor

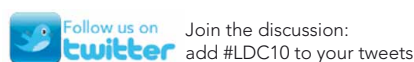
No Leave, No Life

Tourism Australia's No Leave, No Life program encourages employees to regain their work/life balance by taking their leave to explore Australia. Research has shown employees are more likely to take their annual leave when working within a positive leave culture.

The program offers HR professionals tools and resources to assist in reducing accrued annual leave within the workplace. Not only does this benefit the employee through greater job satisfaction and wellness, it also has a positive impact on organisational performance through reducing financial liabilities, risk management, enhanced productivity and OH&S, workforce planning and retention.

No Leave, No Life is happy to support AHRI's Leadership Conferences as the National Sponsor.

For more information visit www.noleavenolife.com

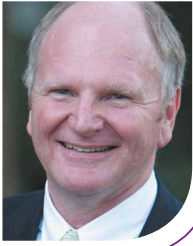


WHEN: 2 September 2010 | 8.45am – 5.00pm (Registration from 8.15am)

WHERE: Melbourne Convention and Exhibition Centre, Level 1, 1 Convention Centre Place, South Wharf, Melbourne

Time	Session
8.15 – 8.45am	Registration and exhibition opens
8.45 – 9.00am	Opening comments
9.00 – 9.25am Keynote 1	people@work/2020 Peter Wilson AM National President and Chairman, Australian Human Resources Institute
9.30 – 10.30am Keynote 2	How leaders can facilitate a more engaged and mentally healthy workplace and launch of RUOK? Day 2010 Professor Patrick McGorry AO Mental health expert and 2010 Australian of the Year Personal experience and global trends in managing mental health at work Graeme Cowan Author
11.00 – 11.55am Keynote 3	A new equality framework for Victoria Dr. Helen Szoke Commissioner, Victorian Equal Opportunity and Human Rights Commission
11.55 – 12.50pm Keynote 4	Strategic HR in action Phil Minns Deputy Secretary People Strategies and Policy, Department of Defence
1.40 – 2.25pm Concurrent sessions 1	1a Accelerating leadership transformations through cognitive development Phillip Campbell Managing Director, Performance Thinking
	1b Female executive mentoring Edyta Torpy Associate Director, Diversity and Inclusiveness – Oceania, Ernst & Young
	1c A business case for diversity Dr. Katie Spearritt Managing Director, Diversity Partners
2.30 – 3.15pm Concurrent sessions 2	2a What is it you want this thing called leadership to do? Dr. David M Williams CEO, DMW Group
	2b Building a global recruitment function Sharon Tan Global Head of Recruitment & Resourcing Services, ANZ
	2c Communicating with authority Andrea Clarke Clarke + Pennell Media Communications Louise Pennell Clarke + Pennell Media Communications
3.35 – 4.20pm Keynote 5	Qualities of a leader Jim Betts Secretary, Department of Transport, State Government of Victoria Sebastian Salicru Director and Principal Consultant, PTS Consultants
4.20 – 5.00pm Keynote 6	Building HR leadership in the organisation Ernesto Espinosa President, World Federation of People Management Associations President, Personnel Management Association of the Philippines

Keynote 1



people@work/2020

Peter Wilson AM

National President and Chairman, Australian Human Resources Institute

After nearly three years of research, AHRI released the white paper people@work/2020 that reviews and assesses the major trends and issues likely to influence people at work by the year 2020, together with expected impacts on workplace structure, performance and professional leadership.

The study that informs the white paper has been led by AHRI National President, Peter Wilson and has been overseen by a steering committee of leading Group HR Directors from Australian companies that include National Australia Bank, National Broadband Network, Lion Nathan, Telstra, GE and IBM. This provides a candid and no-holds-barred look at the workplace, and the issues that will drive its future shape. For HR practitioners keen to plan their workplace futures, and their associated professional implications, this session will provide major insights, observations and conclusions.

The people@work/2020 white paper will be available on-site at the conference.

Keynote 2

How leaders can facilitate a more engaged and mentally healthy workplace – RUOK? Day 2010



Professor Patrick McGorry AO

Mental health expert and Australian of the Year 2010



Professor Patrick McGorry is a leading international researcher, clinician and advocate for the youth mental health reform agenda. He is Executive Director of Orygen Youth Health (OYH), a world-renowned mental health organisation for young people that has put Australia at the forefront of innovation in the prevention and treatment of mental illness. OYH targets the needs of young people with emerging serious mental illness, including first-episode psychosis, and has become the model upon which many other youth mental health services in the world are based.

Professor McGorry is also a founding board member of *HeadSpace*, the National Youth Mental Health Foundation. He believes that early intervention offers the greatest hope for recovery and therefore takes every opportunity to educate the community to recognise the early signs of mental illness, without stigmatising or discriminating. His extraordinary 27 year contribution to the improvement of the youth mental health sector has transformed the lives of tens of thousands of young people the world over.

About R U OK? Day

R U OK? Day aims to encourage Australians to connect and support each other to help reduce Australia's shockingly high suicide rate.

By simply starting a conversation with someone who might be doing it tough, you can make a difference. It is about stopping small problems becoming big problems.

[Read more about RUOK? Day 2010](#)

Keynote 2 *continued*

Personal experience and global trends in managing mental health at work



Graeme Cowan

Author

Having spent most of his life as a senior executive for organisations like Johnson & Johnson, Pfizer, Morgan & Banks and AT Kearney, Graeme Cowan's life hit a seemingly insurmountable roadblock in 2000, when he was diagnosed with severe depression. Five years and numerous hard setbacks and decisions later, Graeme emerged not only with the bestselling book 'Back from the Brink' to his name, but also with a new attitude towards the traditional ways that companies and individuals approach adversity. His second book won a national mental health award, and he is also the author of the report 'Best practice in managing mental health in the workplace' which shows the quantitative benefits of building corporate resilience.

His knowledge is based on interviewing over 3,000 people to understand their bounce factor, combined with exhaustive evidence based research. This confluence of practice and theory has changed the paradigm on how to turn adversity into an inspired and meaningful life.

Keynote 3

A new equality framework for Victoria



Dr. Helen Szoke

Commissioner, Victorian Equal Opportunity & Human Rights Commission

Dr. Helen Szoke is the Commissioner with the Victorian Equal Opportunity and Human Rights Commission. Previously she was the CEO and the Chief Conciliator for the Victorian Equal Opportunity and Human Rights Commission, a position she held since December 2004. Szoke has previously held positions relating to management, community development, organisational development and regulation in the education and health sectors.

Dr. Szoke is currently a Director of the Adult Migrant Education Services, and a Board Member of Multicultural Arts Victoria. She has held various other statutory and directors positions including the National Health and Medical Research Licensing Committee, the Scientific Advisory Committee for the Key Centre for Women's Health, a director with Women's Health Victoria and various community agencies.

Keynote 4

Strategic HR in action



Phil Minns

Deputy Secretary People Strategies and Policy, Department of Defence

Generating a more strategic perspective on people and HR issues in Defence is now well advanced. Join Phil Minns for a discussion on how progress has been made to this point. What were the actions and initiatives undertaken by Minns in his first year in the newly created role of Deputy Secretary People Strategies and Policy to generate a change in approach? What still remains to be done? What is the role of the HR leader in generating a strategic approach to people in organisations with strong cultures? And what is the balance between developing strategy and implementing immediate actions?

Concurrent 1a

Accelerating leadership transformations through cognitive development



Phillip Campbell

Managing Director, Performance Thinking

One of the key challenges facing organisations is how to transform managers from focussing on 'operational efficiency' into senior executives demonstrating 'strategic agility and leadership'. In his presentation, Phillip will explore the impact of cognition on leadership behaviours, and also examine how to accelerate leadership transformation through cognitive fitness – with a focus on executives 'working smarter not harder.'

Phillip's presentation is based on research in the area of cognitive development undertaken over 20 years by Performance Thinking's Cognitive Director, Denis Jenkins, for which Denis was awarded a Centenary Medal by the Australian Government. Phillip Campbell is the Managing Director of Performance Thinking and holds a Master of Cognitive Science degree.

Concurrent 1b

Female executive mentoring



Edyta Torpy

Associate Director, Diversity and Inclusiveness – Oceania, Ernst & Young

With a deep understanding of the strategic partnering role that HR plays in the overall achievement of organisational goals in an ambiguous and ever changing business environment, Edyta Torpy specialises in championing diversity and inclusiveness at Ernst & Young.

Edyta is passionate about, and committed to, helping develop a working environment which attracts and develops individuals with diverse thinking styles and from diverse backgrounds. The benefits to the individuals are that they reach their full potential both personally and professionally, which in turn provides businesses with a strategic advantage to meet the complex business requirements of present and future clients.

Concurrent 1c

A business case for diversity



Dr. Katie Spearritt

Managing Director, Diversity Partners

A diversity and change specialist, Dr. Spearritt has more than 15 years' experience working with high-profile Australian and global companies to plan and execute HR and diversity strategies and solutions. She has held senior roles with Hewlett Packard, Coles Group and National Australia Bank. Current and recent clients include Origin Energy, Goldman Sachs, Allens Arthur Robinson and Amcor. Dr. Spearritt is known for her ability to connect business and people strategies, and is acknowledged as one of the pre-eminent diversity strategists in the Asia Pacific region.

Concurrent 2a

What is it you want this thing called leadership to do?



Dr. David M Williams

CEO, DMW Group

Dr. Williams is CEO of the DMW Group, a leading regional recruitment and human resources consultancy firm. Establishing the company in 1982, Williams previously worked with the then BHP, Coopers and Lybrand, WD Scott and Alcoa of Australia.

Williams was awarded the first Doctor of Business Administration through the University of Wollongong. His research and professional interests lie in the identification of leadership capabilities prior to the recruitment, selection and development of individuals for leadership roles. He keenly shares his passion around demystifying this thing called leadership.

Concurrent 2b

Building a global recruitment function



Sharon Tan

Global Head of Recruitment & Resourcing Services, ANZ

Sharon Tan will share ANZ's journey towards building a global recruitment function that is aligned to, and enables, the bank's super-regional strategy. This has been a very exciting challenge as the team focuses on building a holistic target operating model that includes people, process, technology, governance and change management.

Armed with over eighteen years of human resource experience, Sharon has worked for leading global multi-national corporations, including RBS, Accenture, Coopers & Lybrand and RGM International in various HR leadership capacities. Sharon will provide practical insights which can be adopted in different organisations and functions in their transformation journey.

Concurrent 2c

Communicating with authority



Andrea Clarke

Clarke + Pennell Media Communications

Louise Pennell

Clarke + Pennell Media Communications



Andrea Clarke, an accomplished television news correspondent and Louise Pennell, one of Australia's most credible and experienced journalists will demonstrate how to correct patterns that undermine many women's own authority and offer tactics to counter the often unconscious negative biases that numerous women face in the workplace. Participants will learn the patterns of verbal communications; speech and body language that often diminish women's natural authority and understand how negative micro-messages can disempower women in the workplace, explore strategies to counter them, whilst learning pro-active tactics for dealing with bias.

Keynote 5

Qualities of a leader



Jim Betts

Secretary, Department of Transport, State Government of Victoria

Sebastian Salicru

Director and Principal Consultant, PTS Consultants



What are the qualities of an extraordinary leader? Sebastian Salicru, registered psychologist, Founding Principal Member of the Association of Business Psychologists will discuss this and other pertinent leadership issues with Jim Betts, Secretary of Victorian Government's Department of Transport which has a staff of 1,800 people and alongside VicRoads, is responsible for public transport, roads and ports throughout Victoria

Keynote 6

Building HR leadership in the organisation



Ernesto Espinosa

President, World Federation of People Management Associations

President, Personnel Management Association of the Philippines

Ernesto G. Espinosa has significant years of experience in the human resource management. He previously worked as head of HR with headhunting, pharmaceutical, hotel, and investment banking companies. Espinosa is currently the Vice President of the Human Resource Management Sector of Energy Development Corporation, a company engaged in geothermal energy development.

Espinosa was the former Vice President of HR and General Affairs of Fujitsu Computer Products Corporation of the Philippines, a multinational corporation based in the Special Export Processing Zone in Canlubang, Laguna, Philippines which is engaged in the manufacture of hard disk drives for the enterprise server market and mainly for export to Europe, Japan, U.S. and Asia. Fujitsu was acquired by Toshiba in 2009.

Exhibitors

API Leisure & Lifestyle

Caliper Human Strategies

Canning Consultants

Charles Sturt University

Fragomen

HR Navigation Australia

Learning Seat

No Leave, No Life

Pearson Talent Assessment

Rookie Recruits

SIRVA Relocation

Soarent Vision

AHRI²⁰¹⁰ Leadership CONFERENCE

Register online at www.leadership.ahri.com.au or complete the registration form on the following page and fax to **(03) 9918 9201** or email registrations@ahri.com.au

For event enquiries, phone **(03) 9918 9200**.



National Sponsor



VIC State Sponsor





VIC – 2 September 2010

Melbourne Convention Centre, 1 Convention Centre Place, South Wharf, Melbourne

Registration Form/Tax Invoice

Australian Human Resources Institute Limited ABN 44 120 687 149

Forward this form and payment by fax or post to:

Fax: 03 9918 9201

Mail: AHRI, Level 10, 601 Bourke St, Melbourne, VIC 3000

Enquiries: Email - registrations@ahri.com.au or Tel - 03 9918 9200

Registration closing date: 26 August 2010

Date of application:

Reg Date:
Member ID#:
Batch:

A. Delegate information

Title	Given name	Family name
Position	Date of birth	

Position description

- | | | | |
|--|--|--|---|
| <input type="checkbox"/> Academic | <input type="checkbox"/> Consultant (HR specific) | <input type="checkbox"/> HR Advisor | <input type="checkbox"/> Manager |
| <input type="checkbox"/> Accountant/finance | <input type="checkbox"/> Consultant (recruitment) | <input type="checkbox"/> HR Manager | <input type="checkbox"/> Recruiter |
| <input type="checkbox"/> Administrator | <input type="checkbox"/> Director/GM/CEO/Executive | <input type="checkbox"/> HR Senior Manager | <input type="checkbox"/> Senior Manager |
| <input type="checkbox"/> Barrister/Solicitor | <input type="checkbox"/> HR Administrator | <input type="checkbox"/> HR Director/GM | <input type="checkbox"/> Supervisor/Team Leader |

Industry

- | | | | |
|---|--|--|--|
| <input type="checkbox"/> Agriculture/Forestry/Fishing | <input type="checkbox"/> Engineering | <input type="checkbox"/> Legal | <input type="checkbox"/> Science/Research |
| <input type="checkbox"/> Arts/Media | <input type="checkbox"/> Finance/Banking | <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Sport/Recreation |
| <input type="checkbox"/> Association | <input type="checkbox"/> Government - Federal | <input type="checkbox"/> Medical/Health | <input type="checkbox"/> Telecommunications |
| <input type="checkbox"/> Consulting - Professional | <input type="checkbox"/> Government - Local | <input type="checkbox"/> Mining/Resources | <input type="checkbox"/> Textiles/Clothing |
| <input type="checkbox"/> Consulting - Recruitment | <input type="checkbox"/> Government - State | <input type="checkbox"/> Motor vehicle | <input type="checkbox"/> Tourism |
| <input type="checkbox"/> Consulting - HR specific | <input type="checkbox"/> Hospitality/Food/Beverage | <input type="checkbox"/> Printing/Publishing | <input type="checkbox"/> Transport/Logistics |
| <input type="checkbox"/> Education - Commercial | <input type="checkbox"/> Import/Export | <input type="checkbox"/> Retail | <input type="checkbox"/> Utility |
| <input type="checkbox"/> Education - Higher Education | <input type="checkbox"/> IT | <input type="checkbox"/> Sales/Marketing/PR/Ad | <input type="checkbox"/> Welfare/Charity/Religious |
| <input type="checkbox"/> Education - TAFE/VET | <input type="checkbox"/> Other | | |

Organisation name Public Private Not-for-profit

Number of employees fewer than 50 50-100 100-500 500+

Street address Business Private

Suburb/town Postcode

Telephone Fax

Mobile Email

Email (to which confirmation will be sent)

Name to appear on name badge (if different from above)

AHRI Membership number (if applicable)

Special dietary/physical requirements

(Please note, special requirements will not be catered for unless requested before the event registration closing date.)

B. How did you hear about the 2010 Leadership Conference? (tick all that apply)

- | | | |
|---|--|--|
| <input type="checkbox"/> RE:SOURCE | <input type="checkbox"/> Colleague | <input type="checkbox"/> Human Capital magazine |
| <input type="checkbox"/> Professional development email | <input type="checkbox"/> hrmonthly magazine | <input type="checkbox"/> Social networking sites (Facebook, Twitter, LinkedIn) |
| <input type="checkbox"/> Postcard in the mail | <input type="checkbox"/> hrdaily email / website | <input type="checkbox"/> Other – please specify _____ |
| <input type="checkbox"/> AHRI website | <input type="checkbox"/> Leadership Conference email | |

C. Session selection Please select your session preferences.

Concurrent sessions 1 – 1.40pm – 2.25pm – <i>Select one</i>	<input type="checkbox"/> 1a	<input type="checkbox"/> 1b	<input type="checkbox"/> 1c
Concurrent sessions 2 – 2.30pm – 3.15pm – <i>Select one</i>	<input type="checkbox"/> 2a	<input type="checkbox"/> 2b	<input type="checkbox"/> 2c

Please note, concurrent session preferences are for planning purposes only. AHRI will make all reasonable attempts to accommodate preferences however your place is not guaranteed due to room capacity restrictions. Onsite, once a session reaches capacity you will be asked to attend an alternative session.

D. Registration fee (Conference registrations include conference sessions and all catering breaks.)

• Please note that all prices are inclusive of GST

	AHRI Member	Non Member
Early bird conference (Payment received on or before 13/08/2010)	<input type="checkbox"/> \$396	<input type="checkbox"/> \$489
Full conference	<input type="checkbox"/> \$484	<input type="checkbox"/> \$565
AHRI student member	<input type="checkbox"/> \$144	

Join as a new member today for only \$253.00

(Note: Your AHRI membership will initially be processed as 'Affiliate'. You will be contacted by AHRI regarding upgrading to Professional Membership within 3 months. Terms and conditions apply.)

\$253

Group discounts available for groups of three or more. Contact AHRI for more information. **Total payment** \$ _____

E. Payment options

Upon payment, this registration form will become a Tax Invoice. A separate invoice will not be issued.

Enclosed is a cheque for total \$ _____ made payable to: Australian Human Resources Institute Limited

Please charge a total \$ _____ to: MasterCard Visa American Express Diners

Card number _____

Expiry date _____ / _____ Card holder name _____

Signature _____

F. Registration confirmation

I wish to register for the VIC AHRI Leadership Conference and I have read and agree to all terms and conditions, as outlined at www.ahri.com.au/events-terms

Signature _____

Privacy policy: Please visit the www.ahri.com.au to view AHRI's full privacy policy. AHRI may distribute a delegate list at the event and AHRI may distribute delegate email addresses to conference sponsors. Should you not wish to have your name and company name included in the delegate list, and/or do not wish your email address to be provided to the conference sponsor, please tick here

Cancellation policy: Cancellations must be received in writing. An administration fee of \$100 per registrant will apply for cancellations before 13/08/2010. Cancellations made between 13/08/2010 and 26/08/2010 will forfeit 50% of the total registration payable (GST included). Cancellations after 26/08/2010 will not be refunded.

Disclaimer: Please note that registration places are limited and will be allocated on a strictly 'first in' payment basis. In the event that no space is available you will be notified immediately. **If you do not receive a confirmation email please call AHRI to confirm registration.** The conference program is confirmed at the date of printing. AHRI reserves the right to make changes to the program as circumstances dictate. Every effort will be made to ensure a program of equivalent standard. Please note the 'new member today' rate is an introductory rate for affiliate membership valid for one year only. Submission of this form with the 'new member today' payment of \$253 constitutes your acceptance of the terms and conditions of AHRI membership - full details are available at www.ahri.com.au