

11 – 13
August

AHRI **CONVENTION**
ONLINE

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2021

ahri.com.au/convention

TIME TO TRANSFORM

TRANSFORM

verb:

to change in form, appearance, or structure; metamorphose.

[Watch the video](#)

An immersive, three-day experience like no other. AHRI Convention, TRANSFORM 2021, gathers the leaders and shapers of business and people management from around the world to share, explore and discover the lasting impact the COVID-19 pandemic has left in our concept of work and workplaces.

A transformation is a guided, deliberate change. People professionals will gather to exchange their stories of transformation, their ideas for innovation and help design a workforce that can endure any crisis, that is healthy and productive, robust and flexible.

The speakers on the program will be your guiding beacons, helping you analyse the data, explore the research and quantify the experience to find the best direction to take in a post-pandemic world.

BRINGING OVER 50 SPEAKERS 100 EXHIBITORS ACROSS 3 EPIC DAYS

TO TRANSFORM THE WAY WE WORK



AN EXPERIENCE LIKE NO OTHER



Keynote speakers from all over the world share their insights, knowledge, experience and valuable lessons to help challenge and shape the way you approach people management, business and life.



With an array of networking events and social gatherings there is plenty of opportunity for the exchange of ideas and inspiration with peers and thought leaders in your industry in Melbourne and around Australia.



Discover new ideas at a range of seminars and gain hands-on learning with online Masterclasses. Explore the very latest in people management technology, systems and products at Australia's largest HR and business exhibition.

IMMERSIVE LEARNING FROM INSPIRING VISIONARIES

The program brings together over 50 speakers with a wealth of learning from all over the world. Join panel sessions with interactive discussions, or hear from academic experts as they share the latest in industry collaboration.

A DEDICATED PROGRAM FOR THE PUBLIC SECTOR

TRANSFORM 2021 includes a dedicated Public Sector Conference to help guide PS people leaders and explore modern workforce best-practice.

“A brilliant line-up of speakers offering their wisdom, insights and tips to ensure the future is human.”

Lydia Chin CPHR, HR Business Partner
Australian Red Cross



Emotional agility with Susan David
at Convention 2019

WORKPLACE TRANSFORMATION

As our workplaces change, our workforce strategy adapts. The experts in this theme share their insights on the best people-management strategies, hybrid workforce design and building meaningful work in a challenging post-pandemic world.



THE CRUX OF CONVENTION

Gain access to speakers focused on Workplace Transformation with the Main Program Pass.

[Learn more](#)

WORKPLACE

TRANSFORM

WORKPLACE



Speakers include;

Dr Tomas Chamorro-Premuzic

Dr Daniel Susskind

Charlene Li

Aaron McEwan

And more to be announced.

WORKPLACE

TRANSFORM

WORKPLACE

KEYNOTE MAIN PROGRAM

CHARLENE LI



Acclaimed author and entrepreneur

HR's Role in Digital Transformation
Named by Fast Company as one of the most creative people in business, Charlene is an expert on digital transformation. Many companies make "disruption" their goal: If they just develop the right innovation, they will disrupt their markets forever. But that's not how disruption works. Disruption doesn't create growth; growth creates disruption. Growth is always hard.

Transformations are never easy, and digital transformation is doubly so. But at the core, transformation is about people and HR must be a constant presence in digital transformation because disruption demands bold leadership, massive cultural transformation, and the ability to bridge between two parallel worlds, the status quo of today and the exponential growth of the future.

BROUGHT TO YOU BY

KEYNOTE MAIN PROGRAM

DR TOMAS CHAMORRO-PREMUZIC



Professor Business Psychology, UCL

Chief Talent Scientist, Manpower Group

Fixing incompetent leadership.
Incompetent leadership is everywhere, and there's no denying that most of these leaders are men. Just turn on the TV or look around your office.

This is what Dr Tomas Chamorro-Premuzic considers in his session at Convention, Why do so many incompetent men become leaders (And how to fix it). This timely session will explore the important part of "how to fix it" – and Tomas will pose two interesting questions to HR to consider.

Firstly, Why is it so easy for incompetent men to become leaders? And secondly, why is it so hard for actually competent people – especially, competent women – to advance in their own position?

Join this controversial yet enlightening keynote presentation in August.

KEYNOTE MAIN PROGRAM

DR. DANIEL SUSSKIND



Economist at Balliol College, Oxford University

Reimagine the future of work.

Dr Daniel Susskind explores the impact that technology such as artificial intelligence and automation has on work and society. His research de-mystifies the notion that the future of work will be overtaken by these impactful technologies, and instead believes future professions will be made by 'human experts'. Daniel previously worked in the

British Government as a policy advisor and analyst at the PM's strategy and policy units in 10 Downing Street. Sharing his collection of anecdotes about technology and society, Daniel has a knack for explaining economics in a way that will keep you on the edge of your seat.

BROUGHT TO YOU BY CERIDIAN

CONCURRENT SPEAKER

AARON MCEWAN FAHRI



VP, Research & Advisory, Gartner

The human deal.

Current environmental factors like COVID-19 and social unrest have exacerbated trends in the employment value proposition (EVP), meaning organisations have had to make incremental improvements like wellbeing programs and extended carers' leave.

But these EVPs still treat employees as workers, and not as people, Aaron suggests. The shift organisations should be making instead is away from an employee-centred value proposition, to life-centered ones.

Join Aaron in this session, Reinventing the Employment Value Proposition: The Human Deal as he explores how organisations can improve employee engagement, their willingness to stay with the organisation and the effort they put into their work.

EDGE OF TECHNOLOGY

The pandemic taught us the imperative need to have the right systems and digital tools at our disposal for agile repositioning in times of crisis. Organisations that adapted their workforces to meet new working standards thrived - the speakers in this theme shed light on the innovative ways they overcame this challenge.

CONVENTION AT YOUR FINGERTIPS

Gain access to speakers focused on Technology with the Main Program Pass.

[Learn more](#)



EDGE OF

TECHNOLOGY

EDGE OF

EDGE OF

TECHNOLOGY

EDGE OF

Speakers include;

Dr. Jordan Nguyen

Dr. Ben Hamer

Genevieve Bell

Jess Thompson

And more to be announced.

KEYNOTE MAIN PROGRAM

DR. JORDAN NGUYEN



Biomedical engineer, TV writer and presenter

Evolving intersections between technology and humanity.

An internationally renowned engineer and a futurist who creates and develops technology for the betterment of humanity, Dr Jordan Nguyen's mission is to improve the lives of as many people as possible.

Jordan will take the audiences through some of the transformational technologies of our time, how we can adapt to the rapid rate of change resulting from these advancements,

and why there is great opportunity in harnessing these tools to improve our human connection. Work is changing, life is evolving, and the world is moving into a new era - an era of the imagination, where anything is possible.

In this exciting talk Jordan will share his own adventures from around the world and from rapidly building superhuman teams to collectively create inclusive solutions to big dreams.

BROUGHT TO YOU BY
SAP Litmos

MASTERCLASS

GENEVIEVE BELL



Distinguished Professor, Director, ANU School of Cybernetics

Enabling the future of AI systems.

What skills, practitioners and organisational structures will be required to commercialise, operationalise and manage future AI-enabled systems? Why should we put people and the environment at the heart of conversations about technology, and how might we do it in the workforce?

Join Genevieve Bell and Dr Amy McLennan, Educational Experiences Lead in this Masterclass, where they will unpack the different ways that AI is defined, provide tools for thinking about AI-enabled systems going to scale, and explore how we can use cybernetic approaches to recruit for, and develop, the capabilities we need for a safe, sustainable and responsible AI-enabled future.

MASTERCLASS

JESS THOMPSON



Jess Thompson, Educational Developer, School of Cybernetics, ANU

Jess' job is to make your life and your work feel like it's meaningful, that what you do is important and will have an impact on those around you. She works to create world-leading and life-changing content for tomorrow's leaders.

Previously, as an ANU Business Analyst over the past six years Jess has streamlined processes, implemented automated forms and bots to minimise repetitive meaningless work, investigated process and team problems and managed data across the University.

She has worked with almost every area, School and College to make improvements to both the student, staff and visitor experience of ANU.

Before ANU, she honed her professional speaking and writing skills working for a professional skills training company and got her hands dirty learning the ins and outs of the ACT Public Service.

In her non-work hours she's raising a daughter, walking her dog, writing a romance novel and picking up litter in her neighbourhood.

CONCURRENT SPEAKER

DR. BEN HAMER



Lead, Future of Work, PwC Australia

What will it take to bring workplaces to the next level?

Dr Ben Hamer brings the future of work to the "now": What key trends are shaping Australian organisations, the expectations of employees to build compelling value propositions, and the role of HR in responding and adapting to the future of work in a competitive environment.

Ben is one of Australia's leading work futurists, driving the Future of Work agenda at PwC Australia. Ben recently became a Board Member for AHRI, making him the youngest appointed Non-Executive Director in the organisation's history.

CULTURE IN A HYBRID WORLD

In the midst of creating positive, productive workplace cultures, a pandemic forced us to rethink our strategy. How does culture work in a siloed hybrid workforce? The speakers in this theme will help us transform our workplace cultures to help us build better employee engagement.



CONVENTION, BUT BIGGER

Purchase a Main Program + Pass and experience everything Convention has to offer.

[Learn more](#)

Speakers include;

Ita Buttrose

Tanya Hosch

Michelle Bloom

John Neil

Grace Tame

Susan Cain

MASTERCLASS

MICHELLE BLOOM



Director of Consulting and Leadership, The Ethics Centre

Build your ethical intelligence.

Michelle is a seasoned senior executive with expertise in leadership, culture, talent and organisational transformation.

With 30 years as a consultant, clinician and organisational development specialist, Michelle has worked with some of the biggest organisations to evolve their approach to risk management.

In this Masterclass, Michelle brings her wealth of experience to challenge the way you think about execution risk, and unlock behaviours and practices that both impede and can better deliver on organisational strategy.

MASTERCLASS

JOHN NEIL



Director of Innovation, The Ethics Centre

Build your ethical intelligence.

In a super-charged VUCA (volatile, uncertain, complex and ambiguous) world, HR professionals face multiple challenges in developing their people and building a sustainable and resilient organisational culture and dealing with the underbelly to deliver value for all stakeholders.

In this ethical leadership Masterclass, The Ethics Centre's Michelle Bloom and John Neil will develop your understanding of strategic ethical challenges via case studies, using a systems lens, and provide tools for

the development of your ability to shift the dial and manage risk, enabling your organisation to thrive.

John has 20 years of experience as a consultant, lecturer and researcher in ethics, leadership and cultural studies, and as Director of Innovation, leads the development of tools, frameworks and programs.

KEYNOTE PUBLIC SECTOR

GRACE TAME



2021 Australian of the Year

After being groomed and sexually assaulted by her maths teacher when she was just 15 years old, Grace Tame has spent the last 10 years turning her traumatic experience into being an advocate for survivors of child sexual assault and a leader of positive change.

Recognising the injustice of Tasmania's gag order that prevented survivors from self-identifying publicly, Grace spent several months campaigning with #LetHerSpeak campaign. In 2019, she finally won the court order to speak out under her own name.

Now 26 and based in Hobart, Grace is dedicated to eradicating child sexual assault in Australia, and supporting the survivors of child sexual assault. Her focus is around enabling survivors to tell their stories without shame, educating the public around the process and lasting effects of grooming and working with policy and decision makers to ensure we have a federal system that supports the survivors, not just perpetrators.

KEYNOTE MAIN PROGRAM

SUSAN CAIN



New York Times Best-Selling Author

How to harness the strengths of introverts.

One of the central challenges of any business is to bring out the best in its employees. And yet, when it comes to introverts (who make up a third to a half of the workforce) our leadership strategy defaults to asking them to act like extroverts.

Susan believes introverts think and work in ways that are crucial to survival of today's organisations.

They solve problems and evaluate risk differently, and know about creativity in a way that the rest of us should learn.

Drawing on original research, Susan uses the latest in neuroscience and psychology to radically change your view of the best ways to develop leaders, manage teams, make smart hires and stimulate innovation: Structuring your organisation so that the best ideas dominate.

KEYNOTE PUBLIC SECTOR

ITA BUTTROSE
AC, OBE



Chair of the ABC

Leadership, ethics and culture in the post-COVID workplace.

What will be the long-term impact of the COVID-pandemic on workplace culture? What lessons have leaders learned?

COVID-19 forced workplaces to change rapidly, giving workers little time to consider the possible disadvantages of working remotely while losing face-to-face contact with fellow employees and interaction with their bosses and managers. Given the uncertainty that still exists can anyone really predict the future of work?

How does an organisation maintain an ethical culture if the workplace is still facing disruption, with many workers opting not to return to the office?

At the same time virtual misunderstandings and miscommunications have eroded trust in managers and workers alike. Ita Buttrose will explore the challenges facing Public Service leaders.

Ita brings a wealth of experience across a wide breadth of industries and sectors; it is with this scope that she features as the keynote speaker at this year's Public Sector Conference.

KEYNOTE MAIN PROGRAM

TANYA HOSCH



Executive General Manager, AFL

Tanya Hosch has a long and distinguished history in Aboriginal and Torres Strait Islander policy, advocacy, governance and fundraising. Before joining the AFL as the first ever Indigenous person and second woman in their Executive ranks in August 2016, Tanya was the Joint Campaign director of the Recognise movement for constitutional recognition.

Tasked with the implementation of the AFL's enhanced Indigenous strategy, advising the AFL Aboriginal and Torres Strait Islander Advisory Council, maintenance of the Respect and Responsibility Policy, 2017, and the AFL's Gender Action Plan and the Gender Diversity Policy, Tanya will be sharing the importance of diversity initiatives in your organisation.

AN EPIC THREE DAYS

DAY ONE

Join Ita Buttrose at the Conference that helps shape the future of the public sector. Attend Masterclass, then attend the festivities and networking at the welcome reception after hearing from Dr Jordan Nguen at the opening keynote session.

DAY TWO AND THREE

The visionaries and thought leaders of 2021 come together over two days to show, teach and inspire. Select a range of concurrent sessions alongside the main keynote presentations including interactive panels and research reviews.

At the conclusion of day two enjoy more networking sessions and celebration extravaganza Brought to you by ELMO Cloud HR & Payroll.





BRINGING YOU CONVENTION, LIVE FROM THE STUDIO!

Join in the fun as Troy and Zara Love bring you exclusive content live from The Studio.

INTRODUCING TROY AND ZARA LOVE

Troy & Zara Love are Directors of Great Talk and specialise in high-performance communication and storytelling programs, to help people connect with any audience, every time. Their experience as virtual presenters and past-lives as award-winning breakfast radio hosts made them the perfect inclusion for the AHRI Convention.

Partners in work and life for 30-years and members of the International Positive Psychology Association, the Loves know a lot about productive working relationships. They have appeared at various AHRI events and work with brands here and internationally like: Adobe, BOQ, Coca Cola, CommBank, IBM, Marriott, MARS, Microsoft and many more.

DAY 1

Public Sector HR Conference						
9.00AM	Leadership, ethics and culture in the post-covid workplace	/	Ita Buttrose AC, OBE Chair of the ABC			
10.00AM	Looking Ahead: The ongoing transformation of HR in the APS	/	Jacqui Curtis FAHRI, Chief Operating Officer, Australian Taxation Office and Head of the HR Profession, Australian Public Sector Commission	Lisa Leong, Broadcaster and Presenter of 'This Working Life' on ABC Radio National	Masterclass 1 Human capabilities for an AI enabled world Distinguished Professor Genevieve Bell, Director, ANU School of Cybernetics Andrew Meares, Senior Lecturer, School of Cybernetics, ANU Jess Thompson, Educational Developer, School of Cybernetics, ANU	
11.00AM	A post pandemic world: Current and future workforce challenges	/	Leisa Craig, Assistant Secretary HR services, Department of Defence	Philippa Crome FAHRI, Executive Manager - Civil Aviation Safety Authority Dr Damian West FCPHR, Workforce Capability and Governance Adam Fennessy PSM, Victorian Public Sector Commissioner		
12.00PM	Break					
1.00PM	Talent development and innovation: Thinking outside the box	/	Tim Beresford, Acting Chief Executive Officer, Austrade	Rebecca Cross, Coordinator-General, Whole-of-Government (Non-Health) COVID-19 Response		Michelle Bloom, Director of Consulting and Leadership, The Ethics Centre
2.00PM	Panel discussion: Diversity, equity and inclusion in the public sector	/	Chris Lamb FCPHR, Deputy Commissioner, NSW Public Service Commission			John Neil, Director of Innovation, The Ethics Centre
3.00PM	Courage, resilience and leading positive change	/	Grace Tame, 2021 Australian of the Year			
4.00PM	Evolving intersections between technology and humanity	/	Jordan Nguyen, Biomedical engineer and inventor			Welcome Reception and Exhibition Launch
5.00PM	Wine tasting with Merrick Watts					
6.00PM	Break					

Keynote Session
 Masterclass
 Breaks

All keynotes and Concurrent sessions are available to Online (Virtual) registrations.
Correct at time of distribution


DAY 2

9.00AM	The disruption mindset: HR's role in digital transformation / Charlene Li, Author and expert in disruption and digital transformation		
10.00AM	Break		
11.00AM	How to lead in a crisis: Building a psychologically safe workplace / Amy Edmondson, Novartis Professor of Leadership at Harvard Business School		
12.00PM	Break		
1.00PM	A / Future thinking: Disruption, transformation and the future of the Australian workplace Sarah Hunter, Managing Director, Officeworks Dom Price, Work Futurist, Atlassian Peter Williams, Chief Edge Officer, Centre for the Edge Elise Sharpley, Deloitte	B / Build a better normal: Creating a climate of psychological safety to unlock potential of your people Fiona Michel, FCPHR, Non-Executive Director, AHR! Chief people Officer, Vector Penny Lovett FCPHR Danielle Jacobs, The Wellbeing Lab	Concurrent C Session details to be announced soon
2.00PM	Break		
3.00PM	A / The revolution and evolution of workplace culture Morgana Waters, QBE Insurance Corinne Canter, Human Synergistics Mary Lemonis, REA Group	B / Take action! Future thinking for you and your organisation Peter Williams, Chief Edge Officer, Centre for the Edge	Concurrent C Session details to be announced soon
4.00PM	Are we ready – true transformation or simply progress / Tanya Hosch, Executive General Manager Inclusion & Social Policy, AFL		
5.00PM	Live music with SongDivision		
6.00PM	Break		

Keynote Session
 Concurrents
 Breaks

All keynotes and Concurrent sessions are available to Online (Virtual) registrations.
Correct at time of distribution

DAY 3

9.00AM	The future of work / Dr Daniel Susskind, Fellow in Economics at Balliol College, Oxford University		
10.00AM	Break		
11.00AM	A / Accelerating business through advancing human capability: Research insights and practical solutions Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan and Partner at the RBL Group Patrick Wright, Thomas C. Vandiver Bicentennial Chair in Business and Director, Center for Executive Succession, Dr Mike Ulrich, Assistant Professor of Management, Jon M. Huntsman School of Business, Utah State University  Speakers appearing via live stream	B / The Future of Work, Now Dr Ben Hamer CPHR, Director, PwC Australia	Concurrent C Session details to be announced soon
12.00PM	Break		
1.00PM	Quiet: How to harness the strengths of introverts to change how we work, lead, and innovate / Susan Cain, Author and Chief Revolutionary, Quiet Revolution, New York Times best-selling author		
2.00PM	A / Reinventing the employment value proposition: The human deal Aaron McEwan FAHRI, Gartner	B / Workplace sexual harassment and the role of HR Dr Kirstin Ferguson, Leadership and culture expert, company director, author, commentator and creator of the #CelebratingWomen campaign Kate Jenkins, Sex Discrimination Commissioner Lisa Annese, Diversity Council Australia Professor Lucy Taksa, Macquarie University	C / The Future of Work, Now what? Sonia Clarke, Director, The Difference, PwC Australia Caitlin Guilfoyle, Future of Work, PwC Australia
3.00PM	Break		
4.00PM	Why Do So Many Incompetent Men Become Leaders? (And How to Fix It) / Dr Tomas Chamorro-Premuzic, Professor of Business Psychology at University College London (UCL), Chief Talent Scientist at ManpowerGroup		
5.00PM	Break		

 Keynote Session  Concurrents  Breaks

All keynotes and Concurrent sessions are available to Online (Virtual) registrations. Correct at time of distribution

TAKING THE LEARNINGS ONLINE

ONLINE EXPERIENCE

A Virtual Ticket opens the world of Convention on your desktop. Connect with other delegates, engage with speakers during their presentations, join Concurrent events, watch all the main presentations from the comfort of your home or office. Plus, join the virtual exhibition and TRANSFORM Talks for a tour of the latest HR trends.

A Virtual Ticket is your gateway to the very best that Convention has to offer.



1

PRESENTATIONS AT YOUR FINGERTIPS

Watch all keynote sessions and learn about the future of work from experts all from the comfort of your home or office.

2

ENGAGE IN DISCUSSIONS WITH DELEGATES

Chat with fellow HR professionals and discuss the topics of tomorrow's workplaces in real-time.

3

EXPLORE THE VIRTUAL EXHIBITION

Discover the latest trends, attend TRANSFORM Talks and interact with top HR product and service providers at the Virtual Exhibition.

VIRTUAL (ONLINE) PASSES

A WEALTH OF INFORMATION AT YOUR FINGERTIPS

Discover the best learnings and take-aways from this year's Convention by registering for a Virtual Pass. Choose to attend a single day, or purchase the Main Program Plus for the full virtual experience, including unique social and networking opportunities.

SAVE \$500* ON REGISTRATION AS AN AHRI MEMBER!

Unlock the best rate to Convention, networking events, resources, research and more!

[Learn More](#)

Main Program Plus (3 days)

REGISTRATION UNLOCKS:

Public Sector HR Conference,	Main program Thursday [#]
Official opening and keynote [^]	Main program Friday [#]
Virtual Exhibition	
Masterclass	
Studio	

STANDARD RATES

MEMBER	\$1,249
NON-MEMBER	\$1,749
NFP OR STUDENTS	\$1,089

Register now

Main Program (2 days)

REGISTRATION UNLOCKS:

Official opening and keynote[^]

Main program Thursday[#]

Main program Friday[#]

Virtual Exhibition

Studio

STANDARD RATES

MEMBER	\$999
NON-MEMBER	\$1,499
NFP OR STUDENTS	\$869

Register now

Wednesday Only

REGISTRATION UNLOCKS:

Public Sector HR Conference

Official opening and keynote[^]

Virtual Exhibition

Masterclass

STANDARD RATES

MEMBER	\$599
NON-MEMBER	\$999
NFP OR STUDENTS	\$539

Register now

GROUP BOOKINGS

Groups of five or more receive a further special rate for Convention. **Book a call** today and we can help you register your team.

[^] This will be recorded, and made available following the event.
[#] Keynote and Concurrent sessions
^{*} T&C's apply.

AUSTRALIA'S LARGEST HR AND BUSINESS EXHIBITION

The latest in HR, technology and people management trends come together in the virtual platform. Connect with a range of premium organisations showcasing products and services vital to the growth of the people profession.



1

TRANSFORM TALKS FOR EXTRA LEARNING

Hear from industry experts and leading business solutions providers, covering a range of topics including workforce design, learning and development, and key insights on reports.

2

ENGAGE THE FUTURE

Interact with the latest in technology and gather research around the top HR services and products, all under one roof.

3

CONNECT WITH YOUR PEERS

Meet new HR professionals and old colleagues at dedicated sessions in the Networking Hub.

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Transform tomorrow

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