

Connect, Learn and Apply

AHRI VIC Conference 2023
Tuesday 9 May
Melbourne Sofitel

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MAPIEN
WORKPLACE STRATEGISTS

Conference Program

8.30am	Check-in (<i>Coffee and Networking</i>)
9.00am	Welcome
9.15am	The conversations you need to create the team you want Shane Hatton
10.15am	<i>Morning Tea, Expo and Networking</i>
10.45am	CONCURRENT SESSIONS
	1A Diversity and inclusion panel Shruti Chandhok, Jessica Kaaden (facilitator), Roman Ruzbacky, Darian Yeo
	1B The future of HR is data driven Adam McKinnon, Sally Young
11.35am	CONCURRENT SESSIONS
	2A Important ER legislative change you will need to apply in your workplace Sonia McCabe, Laura Williams
	2B Building a future-proof workforce: How Vision Australia's strategic partnership drives engagement and productivity Simone Blumberg, Ron Hooton
12.20pm	<i>Lunch, Expo and Networking</i>
1.20pm	CONCURRENT SESSIONS
	3A Building leaders fit for your future Andrew Fox
	3B Strategic workforce planning in modern work environments Sarah Rogers
2:05pm	<i>Short Break</i>
2:10pm	The future of HR: How AI is transforming the workplace Lizelle Hughes
3.00pm	<i>Afternoon Tea, Expo and Networking</i>
3.30pm	Are you hacking your human or is it hacking you? Alexandra Laws
4.30pm	Key Takeaways
4.45pm	Closing Comments and Feedback
5.00pm	<i>Networking and drinks</i>
6.30pm	<i>Event concludes</i>



THE CONVERSATIONS YOU NEED TO CREATE THE TEAM YOU WANT



Shane Hatton, *Trainer/Speaker/Author*

Shane is an expert in developing remarkable leaders, teams and cultures, with over a decade of experience in blending his expertise in business and psychology to help leaders communicate effectively. As a speaker, coach and trainer, Shane partners with well-known businesses across various sectors. He is a Gallup-Certified Strengths Coach and author of two books, including *'Let's Talk Culture'* and *'Lead The Room'*.

Culture is the unseen competitive advantage. It's the intangible quality that sets top-performing teams apart from the rest. But what role do your people leaders on the front-line play in building and shaping it?

Backed by new research of over 1,000 Australian managers exploring their contribution to building and shaping culture through the lens of communication, Shane explores the essential role these leaders play in shaping a team culture by design.

In this session, you'll finally get a practical and clear framework for creating a team culture by choice.

Additionally, we'll take a snapshot of what builds and kills culture, based on the insights gathered from those 1,000 Australian leaders. You'll also learn how to use culture conversations as a tool to re-establish or strengthen trust post-COVID.

By the end of this session, you'll walk away with five practical conversations to design your team's culture and elevate your role in shaping the future of your organisation. Whether you're a seasoned HR professional or new to the field, this session will equip you with the tools you need to become a culture champion in your business.

DIVERSITY AND INCLUSION PANEL



Shruti Chandhok, Manager, Organisation Inclusion Culture, Department of Transport & Planning

Shruti is a DEI expert with 10+ years of experience in developing and implementing inclusion programs in the Victorian Public Service. She has led cultural reform programs at Victoria Police and currently manages a team at Department of Transport & Planning to deliver their I&D strategy with an intersectional approach. Shruti's work creates more inclusive workplaces where employees feel a sense of psychological safety, maximizes the experience and insights of marginalized groups, and ultimately improves frontline service delivery to the Victorian community.



Jessica Kaaden FCPHR, Executive Director, SANE

Jessica is an HR Leader whose drive for DEI has seen her pioneer and develop programs across public, non-profit and private sectors. She is a Certified HR Fellow, holds a Master of Human Resource Management and a Bachelor of Arts, majoring in Public Relations. Jess is Vice President of AHRI's Vic Council and a founding member of Hacking HR's Global Experts Council. In 2022 Jessica was a finalist for HR Leader of the Year, and in 2023 was named on the Human Resource Directors hot list.



Roman Ruzbacky MAHRI, Principal DEI Consultant, Roman Ruzbacky & Associates

Roman is an experienced DEI leader with over 20 years of experience in designing and implementing successful strategies and programs of work. He has completed ten WGEA Employer of Choice for Gender Equality citations, managed over 500 complaints of discrimination, sexual harassment and bullying, and conducted DEI workshops and roundtables. At the core of his work is the belief that everyone should have equitable access to employment opportunities and outcomes and participate in all aspects of public life.



Darian Yeo CAHRI, Asia Pacific Strategy & Transactions Talent Leader, EY

Darian is an experienced Talent Director, DEI advocate and Executive Coach. She has worked across a range of industries, most recently professional services and is currently Asia Pacific Strategy and Transactions Talent Leader for EY. Darian works alongside senior leadership to develop and drive the Talent and Inclusion Strategy across Asia Pacific. She recently spent a year on secondment as Oceania DEI Leader for EY focussing on the activation of the DE&I Strategy.

Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. This panel will hear from Diversity and Inclusion experts on how Diversity and Inclusions strategies can account for intersectionality.

THE FUTURE OF HR IS DATA DRIVEN



Adam McKinnon, People Data & Analytics Lead, Reece Group

Adam is currently responsible for people data and analytics at Reece Group. Prior to returning to Australia in 2020 he worked internationally for thirteen years delivering advanced people analytics and HR Innovation projects for a variety of organisations. Drawing upon a multi-disciplinary background in Psychology, IT, Epidemiology and Finance, Adam is an advocate of asking three questions in his work: 1. says what? 2. so what? and 3. now what?



Sally Young, Group Talent Officer, Reece Group

Sally, a global HR leader with 25 years of experience, is dedicated to transforming HR's value proposition by focusing on product and service design. At Reece, Sally has highlighted the importance of nurturing a positive culture and environment to retain employees, particularly during the pandemic. Prior to Reece, Sally held senior HR roles at Unilever, Sony Music, and Bupa. Sally holds an honors degree in Industrial Relations and Psychology and has completed the Executive Strategy Execution programme at INSEAD, Paris.

Human Resource functions must learn to manage two resources effectively to be successful in future — people and data. However, HR remains nascent in its management of data, having largely outsourced data literacy to ecosystem partners (e.g., I.T. functions, tech vendors, and consultants).

This presentation will be co-delivered by Adam and Sally, with a focus on:

- Why should HR functions be embracing data?
- When should HR practitioners be using data in their roles?
- Practical examples of data-driven decision making in HR that have tangible ROI.
- How Reece Group built a future-fit HR data ecosystem.
- Future trends in data, analytics and AI that HR practitioners need to know.

IMPORTANT ER LEGISLATIVE CHANGE YOU WILL NEED TO APPLY IN YOUR WORKPLACE



Sonia McCabe, Senior Associate, Harwood Andrews

Sonia is a specialist in workplace relations law accredited by the Law Institute of Victoria since 2016. She advises and supports employers in various employment, workplace relations, and industrial relations matters. Sonia offers balanced recommendations, taking into account her clients' legal rights and obligations, as well as their commercial risks and objectives. She assists in ensuring compliance, offers operational support, drafts documents, negotiates on behalf of employers, and handles workplace, commercial, and business disputes in litigation and alternative dispute resolution procedures.



Laura Williams MAHRI, Talent Specialist Team Leader, EY

Laura is a skilled HR practitioner with expertise in managing complex employee relations matters. She leads a team of 15+ specialists and has experience in various sectors including higher-education, technology and professional services. Laura focuses on building high-performing teams, enabling difficult conversations, and taking a human-centred approach to manage commercial, legal and psychosocial risks. She proactively addresses organisational issues by influencing behavior and is currently a committee member of the Elizabeth Broderick & Co culture review at EY.

In this session we focus on the two key topics of sexual harassment in the workplace and flexible work arrangements through our two subject matter experts.

Sonia McCabe from Harwood Andrews will focus on legislative updates and changes coming in the Fair Work Act, while Laura Williams will demonstrate practical applications that she has been implementing at Ernst Young.

This session will assist HR practitioners at all levels to get a better understanding of upcoming legislative obligations and develop practical take-aways for all levels.

BUILDING A FUTURE-PROOF WORKFORCE:

How Vision Australia's strategic partnership drives engagement and productivity



Simone Blumberg CAHRI, Chief People Officer, Vision Australia

Simone is a seasoned HR leader with over 25 years of experience in leading cultural transformation, organisational development, employee engagement, and change management in various sectors. She joined Vision Australia in July 2021, with a focus on building a shared sense of purpose and fostering workplace cultures where employees can achieve their best every day. Simone advocates for strategic HR partnerships that balance immediate business drivers with long-term planning for a sustainable future.



Ron Hooton, Chief Executive Officer, Vision Australia

Ron joined Vision Australia as CEO in January 2013. He led the organisation's transformation from a charity to a "for purpose business" and modernised the organisation while navigating significant changes to the funding environment. Under his leadership, Vision Australia became a leading voice and advocate in the wider disability sector. Ron has experience in diverse industries including banking, financial services, telecommunications, and defense, and holds a Master's in Business Administration and qualifications as an Executive Coach.

At the heart of business strategy lies the challenge of balancing immediate business drivers with long-term planning that takes into account the potential of an engaged and productive workforce, often lower on the priority list. In this presentation, we explore how Vision Australia has successfully embedded long-term Futures Thinking into its strategic planning and workforce development to achieve this balance.

We discuss the significance of strategic partnership among the CEO, CPO, and People & Culture team in driving business goals and creating an engaged and productive workforce.

We highlight the trends that we believe will shape the culture of the future over the next decade and discuss how our future culture direction aligns with our long-term goals. Join us to learn about our approach to strategic planning and workforce development that prioritises an engaged and productive workforce. Discover how collaboration and a long-term perspective can transform organisations and create a more sustainable future.

BUILDING LEADERS FIT FOR YOUR FUTURE



Andrew Fox, Former Global Head of Leadership Development, Mars Inc

Andrew is an experienced leadership and talent development expert who has worked with CEOs, executive teams, and high-potential employees for over 25 years. He builds innovative and strategic leadership programs to accelerate an organisation's talent pipeline, and is a thought-provoking coach who challenges the status quo. Andrew has a knack for storytelling that resonates with his audience, and has consistently contributed to excellent business results.

During this interactive and engaging session, you will have the opportunity to learn how to begin tackling this important challenge for your own organisation.

You will look to answer such questions as:

- What type of leaders will you need 3 years from now to deliver on your business strategy?
- What are the priority leadership capabilities that you need to build across your talent pipelines in order to succeed?
- How do you begin to tackle such a complex transition from the status quo to the desired target?
- Whether you are an L&D professional working in this space, or an HR business partner with a passion for this topic?
- Whether you work in a small organisation and you are the HR department, or you work in a large global multinational matrix organisation and belong to a COE?

This session is designed to get you thinking and making progress from the moment you leave the room.

Andrew will share stories and insights from his own experiences at Mars Inc and you will leave the session with some clarity over what your next steps should be.

STRATEGIC WORKFORCE PLANNING IN MODERN WORK ENVIRONMENTS



Sarah Rogers, Partner, Deloitte Consulting

Sarah is the Lead Partner of Deloitte Human Capital's Melbourne Workforce Strategy, Analytics, and Transformation practice. With experience in multiple countries across APAC, US, and EMEA, Sarah has provided strategic workforce and talent solutions to industry, government, and large private sector clients. She has played key roles as a leader and team member of the Global Talent practice, and her consulting experience includes working with multinational private sector organisations, government, and public sector organisations.

This session will focus on using the art of Strategic Workforce Planning (SWP) to navigate the challenges of rapidly changing work environments.

In this interactive session, Sarah will share insights and best practices on how to effectively plan for your workforce needs in complex times. Drawing on Deloitte's extensive experience in delivering SWP, we will discuss key considerations such as critical workforce segmentation, workforce forecasting and scenario planning.

Participants will have the opportunity to engage in interactive activities designed to explore real-world scenarios and practical solutions to common workforce planning challenges. You will leave with a deeper understanding of how to align your workforce strategy with your organisation's overall business objectives, as well as practical tools and techniques to support your strategic workforce planning efforts.

Join us to discover how to build a more resilient and adaptable workforce that can thrive in today's dynamic work environment.

THE FUTURE OF HR: HOW AI IS TRANSFORMING THE WORKPLACE



Lizelle Hughes, Director of ISV & SaaS Partnerships, Microsoft ANZ

Lizelle is the leader of the ISV & SaaS Partnerships team at Microsoft ANZ, and is focused on the success of Australia & New Zealand's digital and technology companies who are innovating to deliver new products and services, for the growth of both economies. She leads a team of Partner Development Managers – the quiet achievers behind the success of Microsoft's most strategic technology partnerships. Lizelle has over 23 years of experience in roles spanning technical consultancy, technical pre-sales, product marketing, strategy, sales, technology partnerships and channel.

AI is already transforming our ways of working in HR. From recruitment, to employee retention, to employee engagement, to culture transformation, to workplace safety and so much more. Come hear about the fundamentals of AI, how its use cases can deliver transformative HR outcomes, and the potential for unintended consequences. Learn how you can connect with the technology and get ready for the future.... Because the future is here.

ARE YOU HACKING YOUR HUMAN OR IS IT HACKING YOU?



Alexandra Laws, Human Performance Coach, Performance Laws

Alex is a Human Performance Coach with more than 27 years of experience in helping athletes achieve world records, titles, and championships. She now applies her expertise to the corporate sector, helping leaders attain their goals and transform company culture. Through her Corporate Vitality programs, Alex identifies performance gaps and transforms leaders' individual performance to cultivate more coherent teams.

Discover how embracing biometrics to drive workforce wellbeing helps leaders engage and retain top talent long term.



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