

# 2019 | HRD National HR Summit

N E W Z E A L A N D

21 August • Hilton Auckland

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8:00am	Registration opens	
8:45am	Event partner welcoming address	
8:50am	Opening remarks from the Chairperson	<b>Dr Jarrod Haar</b> <i>Professor of Human Resource Management, Auckland University of Technology</i>
9:00am	<b>PANEL: Reinventing the performance review – moving beyond tradition</b> Has the formal appraisal had its day? Explore alternatives to the traditional method, and examine the impact that coaching, development and feedback can have on employee culture. <ul style="list-style-type: none"> <li>• What successful alternative performance review frameworks have been tried and tested?</li> <li>• How does a framework based on coaching, feedback and inclusive development impact employee culture?</li> <li>• How do you ensure that new performance review frameworks are fair, effective and legally defensible?</li> </ul>	<b>Panelists:</b> <b>Annie Brown</b> <i>Chief People Officer, Trade Me</i> <b>Andy Graves,</b> <i>Head of Capability, Fisher &amp; Paykel Healthcare</i> <b>Charlotte Parkhill,</b> <i>Partner, Kensington Swan</i> <b>Lucy Ryan,</b> <i>Head of People and Culture, Kings School</i>
9:45am	<b>Growing strong leaders: What are the best leadership development methods?</b> Company success is reliant upon the people who lead the way, and it's critical for HR professionals to accurately identify and develop the next generation of leaders. Which leadership development programs create the best outcomes? <ul style="list-style-type: none"> <li>• How to work with managers to achieve better people outcomes</li> <li>• Building confidence to lead pragmatically without fear of bullying allegations</li> <li>• How to encourage leaders to acknowledge their own shortcomings</li> <li>• Succession planning – preparing for the organisation of tomorrow</li> </ul>	<b>Sarah Friis,</b> <i>Managing Partner, The Performance Team</i>
10:30am	Morning refreshments and networking break	
11:00am	<b>ROUNDTABLE WORKSHOPS</b> <b>Table one: Industrial relations and collective bargaining</b> <ul style="list-style-type: none"> <li>• Handling negotiation changes when a collective is in place</li> <li>• HR best practice when dealing with unions</li> <li>• Managing multi-party bargaining</li> <li>• What options do you have in the event of industrial action?</li> </ul> <b>Table two: Flying solo - HR excellence for SMEs</b> <ul style="list-style-type: none"> <li>• Running successful HR programs with a limited budget</li> <li>• How can you compete with corporate brands to attract talent?</li> <li>• Challenging negative perceptions of HR</li> <li>• How can you keep the 'family' culture alive in a rapidly growing business?</li> </ul> <b>Table three: Authentic leadership for HR directors</b> <ul style="list-style-type: none"> <li>• How to be an authentic HR leader</li> <li>• Communicating confidently with presence – making sure you are listened to and respected</li> <li>• The body language of leaders: Understanding unspoken communication</li> <li>• How to motivate colleagues effectively, have difficult conversations and inspire success</li> </ul>	<b>Jennifer Mills ,</b> <i>Partner, Anthony Harper</i>  <b>Vanessa Frost,</b> <i>Head of People and Capability, Lumino The Dentists</i>  <b>Britta Christiansen,</b> <i>Director, The Ripple Effect</i>
12:00pm	Networking lunch	
12:45pm	<b>The eternal HR challenge of managing change</b> We must accept that with intensifying competition within and across businesses, the pace of change is ever increasing. How we manage change can often determine the success of your organisation, and its people that drive it. Let's uncover the following: <ul style="list-style-type: none"> <li>• What role do you as an HR leader play in management of change?</li> <li>• How can technology better enable you to accelerate the acceptance of, and implementation of changes in your organisation?</li> <li>• What are the ways to increase employee engagement along your journey?</li> </ul>	<b>Kenny Addison</b> <i>NZ Country Manager, ELMO Cloud HR &amp; Payroll</i>

1:15pm

**KEYNOTE: Climb your own Everest**

Resilience continues to rank as one of the most important skills HR professionals need to perform effectively. What do HR Professionals and an Everest mountaineer have in common?

- The Hillary Formula: what are the attributes that propels you towards your own summits and successes
- Self-reliance – trust in your own intuition
- Resisting the ‘flock factor’ – teamwork is essential for success, but not at the cost of individual judgement
- Passion – teams thrive with people who are passionate, skilled and confident.

**Peter Hillary**

*Adventurer & Philanthropist*

2:00pm

**PANEL: The future of HR in a world of disruptive technology**

Advancing technology is enabling HR departments to streamline processes and reduce time-consuming administrative work. How will this affect the HR profession in New Zealand, and what does the future hold?

- How will the rising gig economy affect talent attraction and retention?
- Can technology improve employee diversity, close gender pay gaps and enhance health and safety?
- Will areas of HR practice become obsolete with advancing technology?
- How will technology affect the career path of junior HR professionals?

**Panelists:**

**Drew Williams,**

*Head of People Operations, Auckland Council*

**Marc Figgins,**

*GM People, Revenue & Employee Experience, Air New Zealand*

**Johnny Farquhar,**

*CEO and Founder, PreviewMe*

2:45pm

**Afternoon refreshments and networking break**

3:00pm

**The true ROI of HRIS**

In this session, you'll learn about how technology can help HR executives transform into truly strategic partners with their organisations. Discover how you can define and articulate HRIS benefits in a way that links to, and influences, your strategic organisational priorities.

- How using technology can deliver best practice, support innovation and provide high-quality operational services
- How HR technology goes beyond digitising standard processes. HR platforms today are capable of boosting employee engagement, efficiency and productivity
- The recommended strategy for achieving immediate ROI on digital transformation: Adopt then Adapt
- The importance of adoption in benefits realisation
- How to Business Case to convince CFOs that tangible, quantitative, ROI exists

**Mike Ellis,**

*Chief Commercial Officer, Synchrony Global*

3:30pm

**Revolutionising workplace mental health**

As employee mental health and wellness gains significant focus, the onus is on employers to support their staff through difficult times. Can an innovative approach to this important issue foster culture change?

- Building a safety and wellbeing culture
- Addressing the stigma around mental health
- How can you avoid burnout before it occurs, and what red flags identify that an employee is becoming stressed?
- Supporting employees through mental health issues
- How do you know you're making progress?

**Robin Davies,**

*People & Culture Director, Lion NZ*

4:15pm

**Leading organisations through disruptive change**

Correctly managed, disruptive change can foster progress and innovation, but how do you sensitively sway the heel-diggers in order to future-proof your company?

- Which change management approaches work, and which are destined for failure?
- Strategies to develop an innovative company culture
- How to get company-wide buy in and empower colleagues to embrace change
- How to measure success throughout the change process

**Jenny Williams,**

*Client Director, Humankind*

5:00pm

**Conference concludes**

To register please book online at [hrsummit.co.nz](http://hrsummit.co.nz).  
 Alternatively, please scan and email this form to  
[eventqueries@keymedia.com.au](mailto:eventqueries@keymedia.com.au) or phone +64 9 8890 180

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Name \_\_\_\_\_ Job title \_\_\_\_\_  
 Company \_\_\_\_\_ Industry \_\_\_\_\_ No. of employees \_\_\_\_\_  
 Postal address \_\_\_\_\_ Suburb \_\_\_\_\_  
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 Email \_\_\_\_\_ Business phone number \_\_\_\_\_

## ADDITIONAL DELEGATES

First name _____	First name _____	First name _____
Surname _____	Surname _____	Surname _____
Job title _____	Job title _____	Job title _____
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Dietary requirements _____	Dietary requirements _____	Dietary requirements _____

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