

## DAY 1 | Tuesday 20<sup>th</sup> August

Time	Session			
8:30–10:10am	<p><b>(Keynote 1) The Deconstruction of Jobs and the Reconstruction of Work</b>  <b>Ravin Jesuthasan</b> / Futurist, Global Thought Leader and Bestselling Author on the Future of Work and Human Capital</p> <p>In an increasingly machine-augmented world, learning, unlearning, and relearning is pivotal to the future of organisations and talent. The right question isn't 'which jobs are going to be replaced' but rather 'what work will be redefined, and how'. The future of work requires the ability to ensure that the organisation, its work, and workforce are reinvented to ensure continued relevance particularly in a context which is perpetually rendering them obsolete.</p>			
10:10–11:00am	<p><b>Morning Tea</b></p>			
11:00–11:50am	<table border="1"> <tr> <td> <p><b>(1a) Attract, Develop, Retain: A Comprehensive Approach to Talent Management</b>  <b>Catherine Fox AM</b> / Journalist and Author  <b>Jerome Moulin</b> / Head of Employee Experience, QBE  <b>Clayton Trevilyan PSM MAHRI</b> / Director, Inclusion &amp; Diversity, Services Australia</p> <p>Effective talent management is crucial for success. Explore strategies for attracting top talent, nurturing their growth, and retaining them for the long term. From innovative recruitment methods to fostering a culture of continuous learning and implementing retention initiatives, we'll provide practical insights to help you optimise your talent management efforts. Don't miss out on this opportunity to learn how to strengthen your organisation's workforce and drive sustainable growth.</p> </td> <td> <p><b>(1b) Crafting a Compelling Value Proposition for Talent Today and Tomorrow</b>  <b>Jo Barr</b> / Head of Talent Acquisition, Mecca Brands  <b>Brie Mason</b> / Principal Strategist &amp; Director, Employer Brand Mason  <b>Mark Pucher</b> / CEO, Employer Branding Australia  <b>Alex Pusenjak</b> / VP, People &amp; Culture, Fluent Commerce</p> <p>An effective employee value proposition (EVP) has never been more important. Together with industry experts, explore the key elements of a compelling EVP. Learning from real-world examples and gaining practical strategies, you'll discover how to align your EVP with the needs of diverse talent pools. Don't miss this opportunity to enhance your organisation's attractiveness to current and future employees.</p> </td> <td> <p><b>(1c) Empowering Us to Take Control and Be Co-Creators of an Inclusive Workplace: Inclusive Coworker Behaviours</b>  <b>Dr Juliet Bourke</b> / Professor of Practice in Diversity, Inclusion, Inclusive Leadership, Interpersonal Inclusion, and the Future of Work at the University of New South Wales</p> <p>A lot of time and energy is spent by HR creating inclusive workplaces through focusing on organisational policies and processes and, more recently, developing inclusive leadership capabilities. Both these focus areas are vital, but there's a third and final area that HR needs to focus to accelerate the DEI journey: the day-to-day behaviours employees demonstrate towards their colleagues. Given the frequency of daily touchpoints with our peers relative to organisational policies/processes and leader interactions, it's fair to say that 'peers make place'. In this interactive presentation, Dr Juliet Bourke will share her most recent research identifying the three types of small coworker behaviours that create inclusive workplaces and the difference those behaviours make to individual job performance and team effectiveness. She will also discuss how we each tend to distribute inclusive coworker behaviours (CIBs) unevenly amongst our peers, and why that is a self-defeating behaviour in terms of accessing diversity of thinking and building one's own human capital. 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12:45–1:45pm	<p><b>Lunch</b></p>			
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2:40–3:35pm	<table border="1"> <tr> <td> <p><b>(4a) Essential Skills for Today's and Tomorrow's HR Demands</b></p> <p>From aligning HR strategies with business objectives to fostering a culture of innovation and collaboration, broader business relies on the HR function to drive strategic initiatives and navigate complex workforce challenges. Join this discussion as we delve into the critical role HR plays in meeting business and explore how it can meet expectations of the C-suite by providing data-driven insights, strategic talent management, and agile practices. Learn the actionable strategies strengthening collaboration between HR and senior leadership that are driving organisational success in today's business environment.</p> </td> <td> <p><b>(4b) The Power of Positioning: Becoming a Trusted Leadership Voice</b>  <b>Shane Hatton</b> / Author, Leadership and Team Culture Expert</p> <p>In a time where Google conducts millions of searches per minute, and social media and digital content dominate our screens, the concept of personal branding and positioning has never been more critical, especially for leaders. Leadership and team culture expert Shane Hatton goes beyond the surface of building a personal brand; he examines how leaders are perceived and placed in the minds of their teams and peers. Shane will explore the intricate relationship between a leader's identity and their message, emphasising that trust, not just title, grants genuine influence.</p> </td> </tr> </table>	<p><b>(4a) Essential Skills for Today's and Tomorrow's HR Demands</b></p> <p>From aligning HR strategies with business objectives to fostering a culture of innovation and collaboration, broader business relies on the HR function to drive strategic initiatives and navigate complex workforce challenges. Join this discussion as we delve into the critical role HR plays in meeting business and explore how it can meet expectations of the C-suite by providing data-driven insights, strategic talent management, and agile practices. Learn the actionable strategies strengthening collaboration between HR and senior leadership that are driving organisational success in today's business environment.</p>	<p><b>(4b) The Power of Positioning: Becoming a Trusted Leadership Voice</b>  <b>Shane Hatton</b> / Author, Leadership and Team Culture Expert</p> <p>In a time where Google conducts millions of searches per minute, and social media and digital content dominate our screens, the concept of personal branding and positioning has never been more critical, especially for leaders. Leadership and team culture expert Shane Hatton goes beyond the surface of building a personal brand; he examines how leaders are perceived and placed in the minds of their teams and peers. Shane will explore the intricate relationship between a leader's identity and their message, emphasising that trust, not just title, grants genuine influence.</p>	
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3:35–4:05pm	<p><b>Afternoon Tea</b></p>			
4:05–5:00pm	<p><b>(Keynote 2) Where Did All the Workers Go? About the 2030 Team Member</b>  <b>Bernard Salt AM</b> / Futurist, Demographer and Social Commentator</p> <p>It was always going to happen. A baby boom in the 1950s converts into a worker shortage in the 2050s. In this session, the highly regarded demographer and media commentator Bernard Salt explains why the labour force pool is smaller today than it has been in the past. And what this means for human resources in the future: string immigration, greater workforce turnover, and increased use of technology. One thing is certain: the workforce of the future needs to be better skilled, more trained and even more flexible. In other words, there is lots to do in the HR space to prepare for a bigger, more flexible, and better trained workforce by 2030. Join Bernard as he unpacks HR's future challenges and opportunities.</p>			

Conclusion of Day 1: Tuesday 20<sup>th</sup> of August Program

## DAY 2 | Wednesday 21<sup>st</sup> August

Time	Session			
8:45–10:10am	<p><b>(Keynote 3) Cultivating Authenticity and Vulnerability in the Workplace</b>  <b>Dr Pippa Grange</b> / Applied Psychologist, Author, People and Culture Thought Leader</p> <p>At a time when authenticity and vulnerability are becoming increasingly valued in professional environments, organisations are recognizing the profound impact these qualities can have on employee engagement, team dynamics, and organisational culture. This exclusive keynote presentation will delve into the central theme of "how to be real at work." Tired of the outdated notion that professionalism requires concealing our true selves behind a facade of invulnerability, we will explore the profound impact of embracing authenticity.</p> <p>Dr Pippa Grange, a renowned applied psychologist, and people and culture thought leader, will explore how dismantling the expectation to conform to rigid roles champions genuine human connection in the workplace. Through real world examples Dr Grange will illustrate how fostering an environment where employees feel empowered to bring their whole selves to work leads to enhanced collaboration, innovation, and productivity.</p> <p>By shedding the masks of performance and embracing vulnerability, organisations can cultivate a culture of psychological safety where individuals thrive. Learn how HR professionals can pave the way for authenticity, not merely as a nicety, but as a critical performance factor essential for driving sustainable growth and fostering a workplace culture where every voice is heard and valued.</p>			
10:10–11:00am	<p><b>Morning Tea</b></p>			
11:00–11:50am	<table border="1"> <tr> <td> <p><b>(5a) Navigating Today's Compliance Landscape with an Eye on Tomorrow</b>  <b>Professor Andrew Stewart</b> / The John Bray Professor of Law, The University of Adelaide</p> <p>Staying abreast of compliance requirements has never been more important. From shifting regulatory landscapes to emerging technologies and societal changes, HR professionals face a myriad of challenges and opportunities. In this exclusive conversation, we investigate the complexities of navigating today's compliance landscape while keeping a keen eye on future developments. Equip yourself with the information and tools you need to stay ahead of the curve.</p> </td> <td> <p><b>(5b) Key Strategies to Support Middle Managers in Today's Environment and Beyond</b>  <b>Rebecca Houghton</b> / CEO, BoldHR</p> <p>Middle managers are the backbone of any organisation, bridging the gap between senior leadership and frontline workforce. However this important cohort face unique challenges requiring strategies to navigate complexities, foster innovation, and drive organisational success. Explore innovative approaches to empower middle management, equipping them with the tools and insights needed to excel amidst uncertainty. From fostering effective communication channels to cultivating resilience and agility, this session will provide the tools and knowledge to enhance leadership capabilities and facilitate organisational growth.</p> </td> <td> <p><b>(5c) No Thanks Kevin: The Revolutionary Way to Create Lasting Change</b>  <b>Dr Adam Fraser</b> / Peak Performance Researcher and Author</p> <p>Organisations are encountering dramatic levels of change and transformation. This requires vastly different mindsets and behaviours at work. The biggest block to employees adopting new ways of working are their internal narratives and emotions getting in the way. Dr Adam Fraser's presentation explores how psychology has dramatically changed its approach to stopping our thoughts and emotions getting in the way of our progress and evolution. Learn a practical four-step process that will completely change the relationship you have with your mind. And walk away with resources that you can share with your team and organisation. <i>Who is Kevin</i>, I hear you ask? All will be revealed in the presentation.</p> </td> </tr> </table>	<p><b>(5a) Navigating Today's Compliance Landscape with an Eye on Tomorrow</b>  <b>Professor Andrew Stewart</b> / The John Bray Professor of Law, The University of Adelaide</p> <p>Staying abreast of compliance requirements has never been more important. From shifting regulatory landscapes to emerging technologies and societal changes, HR professionals face a myriad of challenges and opportunities. In this exclusive conversation, we investigate the complexities of navigating today's compliance landscape while keeping a keen eye on future developments. Equip yourself with the information and tools you need to stay ahead of the curve.</p>	<p><b>(5b) Key Strategies to Support Middle Managers in Today's Environment and Beyond</b>  <b>Rebecca Houghton</b> / CEO, BoldHR</p> <p>Middle managers are the backbone of any organisation, bridging the gap between senior leadership and frontline workforce. However this important cohort face unique challenges requiring strategies to navigate complexities, foster innovation, and drive organisational success. Explore innovative approaches to empower middle management, equipping them with the tools and insights needed to excel amidst uncertainty. From fostering effective communication channels to cultivating resilience and agility, this session will provide the tools and knowledge to enhance leadership capabilities and facilitate organisational growth.</p>	<p><b>(5c) No Thanks Kevin: The Revolutionary Way to Create Lasting Change</b>  <b>Dr Adam Fraser</b> / Peak Performance Researcher and Author</p> <p>Organisations are encountering dramatic levels of change and transformation. This requires vastly different mindsets and behaviours at work. The biggest block to employees adopting new ways of working are their internal narratives and emotions getting in the way. Dr Adam Fraser's presentation explores how psychology has dramatically changed its approach to stopping our thoughts and emotions getting in the way of our progress and evolution. Learn a practical four-step process that will completely change the relationship you have with your mind. And walk away with resources that you can share with your team and organisation. <i>Who is Kevin</i>, I hear you ask? All will be revealed in the presentation.</p>
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2:45–3:40pm	<p><b>(Keynote 4) Tiny Tweaks, Big Shifts: The Small Steps That Lead to Massive Change</b>  <b>Dr Amantha Imber</b> / Organisational Psychologist and Founder of Behaviour Change Consultancy Inventium</p> <p>How do you achieve dramatic improvement? Driving real change requires adopting new behaviours—yet our brains resist. It is difficult to change entrenched habits.</p> <p>Dr Amantha Imber reveals psychological insights that drive transformation. Learn tactics to identify mental roadblocks and "glitches" thwarting progress and discover tiny tweaks that pay huge dividends in cementing new habits and high-performance behaviours. Join us to create a practical blueprint for shepherding change at any level.</p>			
3:45–4:45pm	<p><b>Networking Drinks</b></p> <p>After the last speaker session you are invited make your way to the Exhibition Hall to join us for networking drinks.</p>			

Conclusion of Day 2: Wednesday 21<sup>st</sup> August Program

## DAY 3 | Thursday 22<sup>nd</sup> August

Time	Session			
8:45–10:00am	<p><b>(Keynote 5) Management, Leadership and Work Worth Doing: Creating Organisations of Significance</b>  <b>Seth Godin</b> / Bestselling Author and Entrepreneur</p> <p>In an era marked by economic instability and the rise of remote work, disconnection, and disengagement are prevalent. Drawing from his latest work, renowned author and thought leader, Seth Godin explores his soulful re-envisioning of work and leadership in today's world.</p> <p>Through his latest work, Godin presents a compelling exploration into the current state of work, delving into why it has deteriorated and what leaders can do to initiate positive change. He advocates for the creation of organisations that prioritise significance, emphasising the importance of empowerment, trust, and inclusivity.</p> <p>Guided by Seth Godin's powerful message, "Humans aren't a resource. They are the point", we explore how to implement meaningful organisational change. Whether you're a manager seeking to inspire your team or an individual striving for more fulfilling work, this session offers practical strategies for building a workplace where everyone can thrive.</p>			
10:00–10:30am	<p><b>Morning Tea</b></p>			
10:30–11:30am	<table border="1"> <tr> <td> <p><b>Public Sector Conference</b>  <b>(Session 1)</b>  <b>Trust: The Currency of Leadership Success</b>  <b>Nick McKenzie</b> / Journalist &amp; Author  <b>Chris Masters</b> / Journalist &amp; Author</p> <p>Join this exclusive conversation exploring trust and leadership with two of Australia's leading investigative journalists, Nick McKenzie and Chris Masters. Through their work, McKenzie and Masters have shed light on the critical role of trust and ethics in leadership. We dive into the nuances of trust and its profound impact on effective leadership. Using real-life examples and case studies, from McKenzie and Masters' work, we explore how trust is earned, maintained, and sometimes betrayed in positions of leadership, and practical strategies for cultivating trust within organisations and communities.</p> </td> <td> <p><b>Masterclass 1</b>  <b>Redesigning Work to Enable the Agile, Skills-Powered Organisation</b>  <b>Ravin Jesuthasan</b> / Futurist, Global Thought Leader and Bestselling Author on the Future of Work and Human Capital</p> <p>Delving deep into the dynamic frameworks and systematic processes, this masterclass presented by Ravin Jesuthasan, futurist and global thought leader is crafted to empower leaders and HR professionals in navigating the complexities of modern workplaces. Through a blend of cutting-edge research insights and real-world case studies, participants will unravel the art of deconstructing traditional job structures and explore the identifying inefficiencies, and untapped potentials within their organisations.</p> <p>Armed with newfound understanding, participants will be guided through the strategic redeployment of tasks and responsibilities to their most optimal avenues. Whether it's streamlining processes, harnessing technology, or fostering collaboration, this masterclass will equip participants with the tools and techniques to maximize productivity and efficiency.</p> </td> <td> <p><b>Masterclass 2</b>  <b>Navigating Deep and Shallow Wins in the Organisational Context</b>  <b>Dr Pippa Grange</b> / Applied Psychologist, Author, People and Culture Thought Leader</p> <p>Identifying, prioritizing, and leveraging both deep and shallow wins to drive organisational success can be challenging. In this exclusive masterclass Dr Pippa Grange, applied psychologist, author, people and culture thought leader will guide participants' understanding of the difference between deep wins, which involve fundamental shifts in behaviour or culture, and shallow wins, which are often quick wins or surface-level changes. Learn how to identify and categorize wins within your organisation and explore the short-term and long-term implications of deep and shallow wins on organisational culture, employee morale, and business performance.</p> <p>Dr Grange will help participants understand how to strategically balance immediate victories with sustainable transformation and harness the power of shallow wins to build momentum and pave the way for larger-scale initiatives. 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