



AHRI Year in Review 2025

Advancing HR to support people,
workplaces and business.

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About Us

We set the standards for HR and empower our members to achieve them.

The Australian HR Institute (AHRI) is the peak membership body for HR professionals. We lead HR in Australia, setting the profession's standards, building capabilities, facilitating connections and equipping professionals to boldly meet current and future challenges.

What We Do

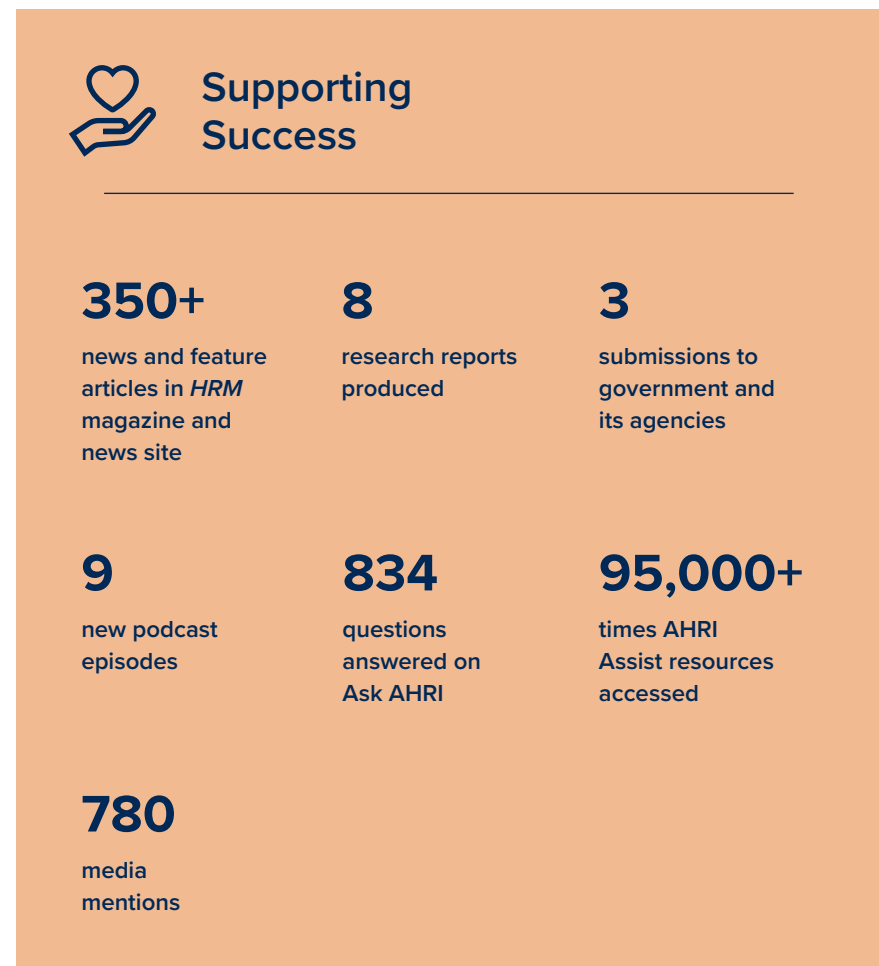
- 1 We set the standards for HR through the Australian HR Capability Framework.
- 1 We equip our members with the skills, tools, resources and thought leadership they need for success throughout their careers.
- 1 We certify HR professionals so they can showcase their skills to the world.
- 1 We facilitate connections to form a vibrant HR community.

Our Vision for 2026

- 1 AHRI is the custodian of HR standards and Certification in Australia, and these are universally recognised and applied.
- 1 AHRI is the key insights resource for the profession and uses its voice to advocate for and influence HR best practice.
- 1 HR professionals identify strongly with the AHRI community and aspire to be professional AHRI members.
- 1 HR professionals are essential in influencing, contributing and leading the achievement of strategic business and HR objectives.
- 1 AHRI supports HR professionals throughout their career journey.
- 1 AHRI design is member and customer centric, and digital first.
- 1 AHRI has a sustainable business model and dynamic operating model.

Mission Advancing HR to benefit people, workplaces and businesses	Vision AHRI's Vision to 2026	Strategic Levers Membership HR Certification Insights Advocacy	Guiding Principles Member-centric Customer focused Digital-first Sustainable Forward-thinking
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2025 Overview



Message from the Chair and National President

Michael Rosmarin FCPHR

Chair and National President



2025 reinforced that the pace of change in our workplaces is not slowing, and that the role of HR has never been more important. Economic uncertainty, reduced social cohesion, rapid technological change and new legislative requirements around psychosocial risk continued to reshape Australian workplaces, providing opportunities for HR to lead with confidence, support a positive workplace culture and deliver business outcomes.

At AHRI, we aim to support our members to deliver for their people, workplaces and business. In 2025, we demonstrated this commitment through a substantial program of activity.

We continued to grow HR Certification as the benchmark for HR practice in Australia, reinforcing AHRI's role as the custodian of HR standards, and equipping practitioners to meet current and future challenges.

We delivered research and thought leadership that provided HR practitioners with benchmarking data and trends, informed government policy and guided HR practice. Through our media presence, we helped strengthen HR's voice and elevated the profile of the HR profession. Our 2025 member research found that nine in 10 members were satisfied or very satisfied with AHRI's research and publications, while overall member satisfaction improved by 17 percentage points to 78%.

In 2025, we also took time to celebrate our profession, both with the annual AHRI Awards and, for the first time, by leading Australia's International HR Day activities. The enthusiasm with which the Australian HR community embraced the day was wonderful to see and reinforced that HR is a rewarding career, deserving recognition for the impact it makes every day.

In reflecting on our achievements, I would like to acknowledge the AHRI team and our dedicated volunteers who are so generous with their time, experience and

expertise. A special thank you to our State Councils, Advisory Panels and Network Committees for their exceptional contributions throughout the year.

As 2025 drew to a close, the Bondi tragedy served as a sad reminder of the importance of community and wellbeing. While no single event defines our work, it reinforces why the HR profession and what we do here at AHRI matters - supporting people through uncertainty and fostering environments where inclusion, respect, care and connection thrive.

“
A substantial program of activity saw member satisfaction in 2025 improve by 17 percentage points.”

Message from the CEO

Sarah McCann-Bartlett MAHR

CEO



2025 was a year defined by delivery at AHRI - responding to what our members told us mattered most, strengthening HR capability, and bringing the HR community together to learn and connect.

Throughout the year, our work focused on supporting HR professionals to lead confidently through complexity, change and uncertainty. That confidence is underpinned by access to credible support through AHRI membership, and by the capability uplift delivered through ongoing professional development and HR Certification.

1. Embedding the new workplace legislation

In a year in which new legislative requirements continued to shape the employment landscape, we supported members to stay informed and implementation ready. A particular focus was helping HR leaders and practitioners respond to the growing obligations associated with psychosocial risk through research, practical resources and learning opportunities designed to strengthen understanding and application in the workplace.

2. Navigating AI for HR

The roll-out of and sense of urgency around AI continued to accelerate through 2025, highlighting HR's role in shaping responsible adoption. In response, we launched two new AI short courses designed specifically for HR. These programs equip members to navigate compliance, embed responsible AI practices, and lead the workforce and cultural shifts that AI adoption demands.

3. Up-skilling and reskilling HR

Uplifting HR capability remains a core strategic pillar for AHRI. Through the Australian HR Capability Framework, the Capability Assessment Tool, HR Certification and a suite of learning offerings, we enabled members to benchmark their capabilities and build the skills and knowledge they need to successfully tackle today's and tomorrow's challenges.

4. Supporting a connected HR community

Connection and community were central to our work at AHRI in 2025. Through AHRI membership, HR professionals had opportunities to come together to learn, share experience, challenge thinking and support one another as they navigated a complex and demanding operating environment. The National Convention & Exhibition in Sydney, International HR Day celebrations, State Conferences and a range of local network forum events across the country brought our practitioners together, reinforcing connection and shared purpose.

Across all these areas, AHRI's insights underpinned our delivery, helping to inform government policy, shape HR practice and strengthen the profession's voice nationally.

We thank you for your engagement and support throughout 2025. Together, we are building a future-ready HR profession that is supporting Australian workplaces to thrive.

“
In 2025, AHRI delivered practical support, insights and capability uplift to empower HR to lead confidently through a year of sustained change.”

State Councils, Networks and Advisory Panels

A warm thank you to our many volunteers in 2025 who generously contributed their time and expertise to deliver advice and insights on key issues, host state-based activities and engage with our members in their local communities.

In 2025 our volunteer base was made up of 96 state councillors, 96 state network convenors, 124 state network committee members and 70 national council, committee and national advisory panel members.



Elizabeth Griffin FCPHR (L) receives her medal from AHRI CEO Sarah McCann-Bartlett

State Presidents (Jan 25 – Dec 25)

ACT Paula Goodwin FCPHR	NSW Athena Chintis CPHR
NT Anita Carver CPHR	QLD Rod Francisco FCPHR (until 30/06/25) Dr Anna Blackman FCPHR (from 01/07/25)
SA Liana Reinhardt FCPHR	TAS Freya Beech CPHR
VIC Matt Connell FCPHR (until 30/06/25) Dr Maresa Seabrook FCPHR (from 1/07/25)	WA Jonathon Woolfrey FCPHR

Councils and Advisory Panels

- National Certification Council
- Diversity, Equity & Inclusion National Advisory Panel
- ER/IR National Advisory Panel
- Future of Work National Advisory Panel
- Public Sector National Advisory Panel
- Research National Advisory Panel

AHRI Presidents Award

For outstanding contributions of a volunteer who has represented and advanced the best interests of AHRI during their service

- Nicky Brown FCPHR
- Paul Hadfield FCPHR
- Jessica Kaaden FCPHR
- Lisa Mannering FCPHR
- Peggy North FCPHR
- Sarah Wood FCPHR

AHRI Medal

For long-standing leadership and exemplary contribution to the advancement of AHRI and the HR profession

- Rhonda Brighton-Hall FCPHR
- Matt Connell FCPHR
- Rita D'Arcy FCPHR
- Rod Francisco FCPHR
- Elizabeth Griffin FCPHR
- Stephanie Waddon FCPHR

Our Members

AHRI membership is the cornerstone of an HR professional’s career, providing opportunities for them to learn, lead and make an impact.

17,751
Financial members

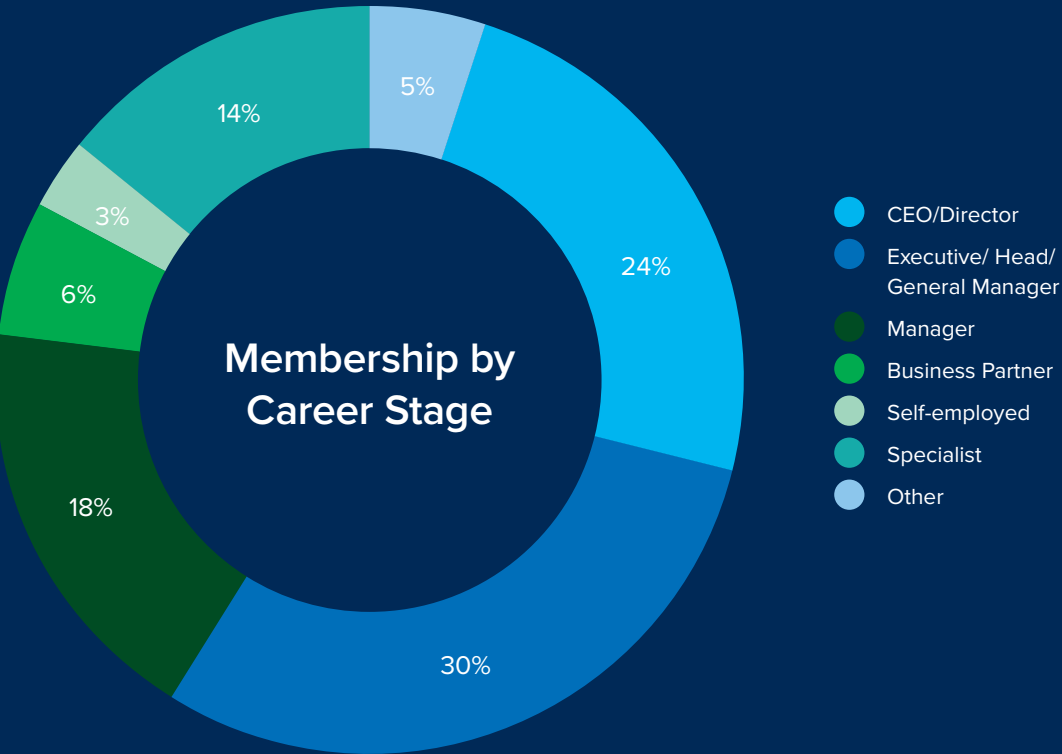
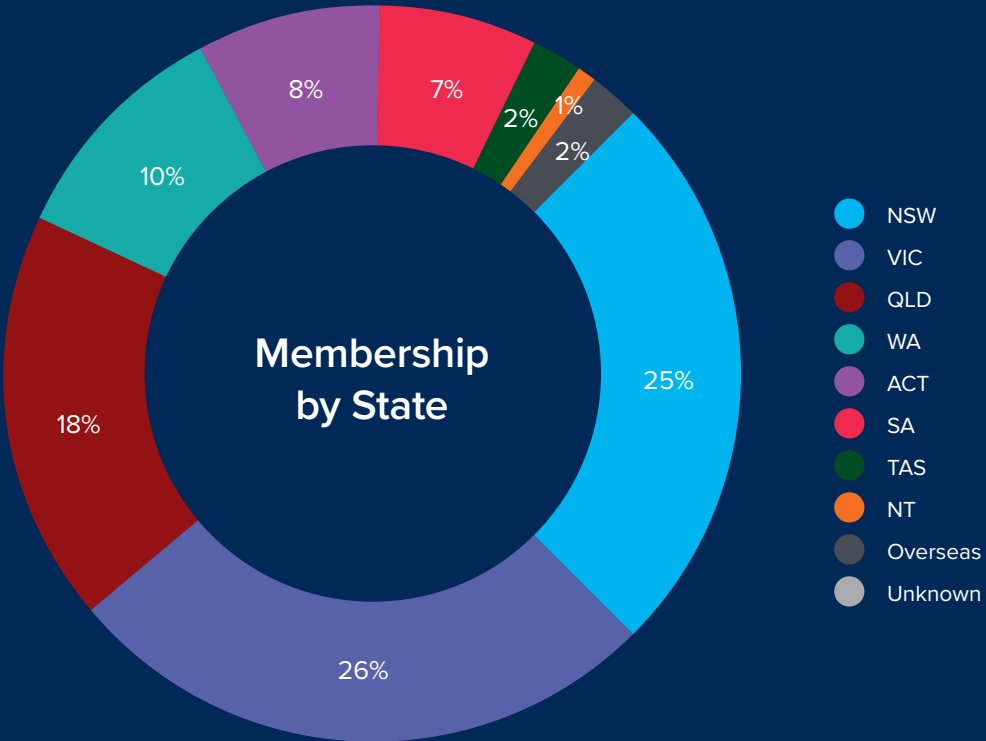
5309
New members welcomed

741
AHRI organisation members

1682
HR Certified Members (CPHR & FCPHR)

493
Student Members

“ I actually have recommended AHRI to other HR staff in my network... We also like to share and discuss articles we read on AHRI with the aim of achieving the best practice in our field. ”



Setting Standards for HR Practice

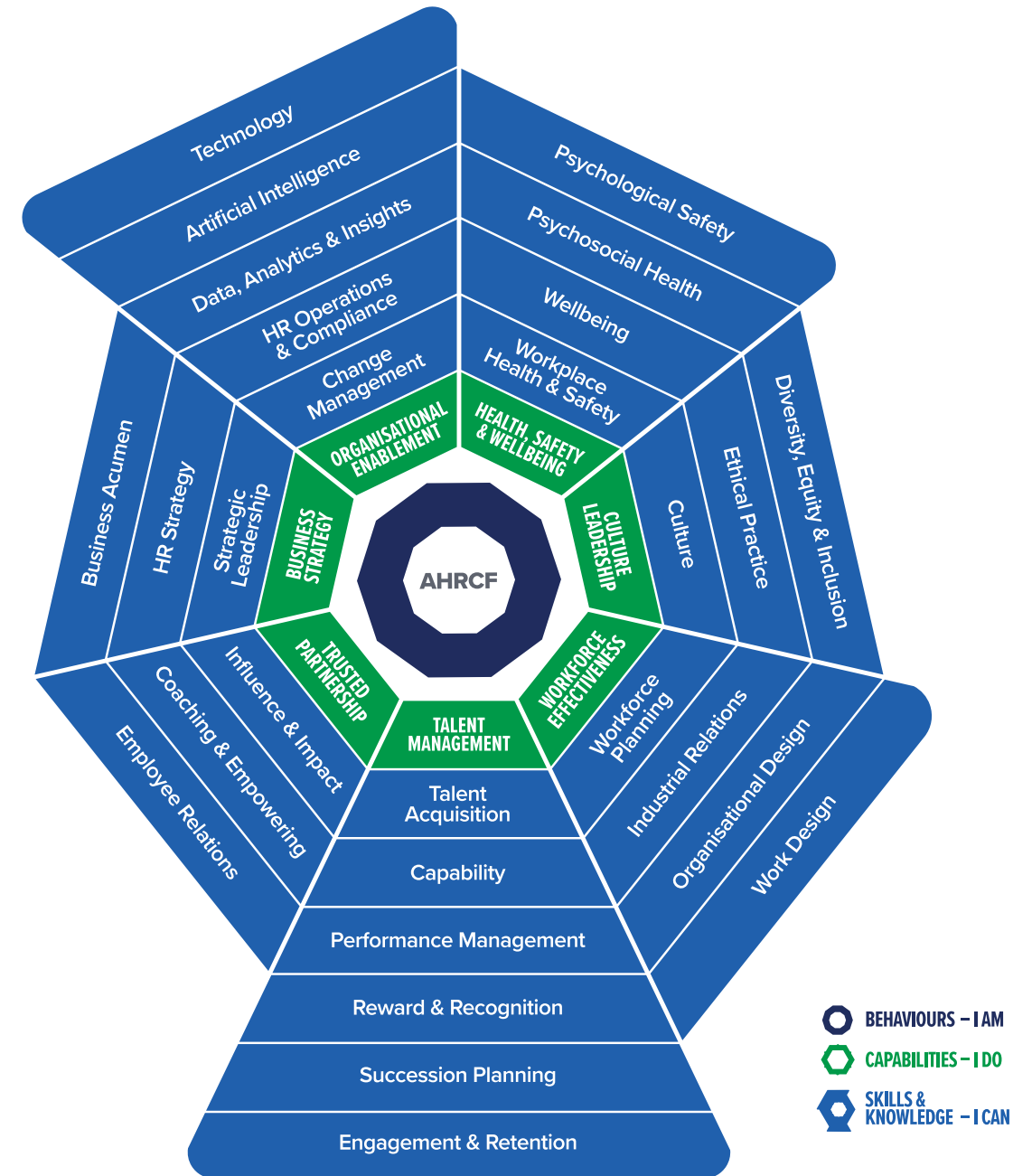
AHRI sets the standards for HR in Australia with the [Australian HR Capability Framework \(AHRCF\)](#), which defines the essential capabilities, skills, knowledge and behaviours required of HR professionals at every stage of their careers.

1874

Capability assessments completed



The AHRCF Capability Assessment Tool



The member-only [AHRCF Capability Assessment Tool](#) affords individual AHRI professionals the opportunity to benchmark their capabilities against industry standards, and receive a comprehensive report outlining their capabilities, skills and behaviours, as well as personalised development recommendations.

The Group AHRCF Capability Assessment Tool will be launched later this year, allowing HR managers to examine behaviours and capabilities across the team and implement recommendations for elevating team performance.

In 2025, 1874 HR Capability Assessments were completed - an average of 36 per week.

Building Capabilities

Underpinned by the Australian HR Capability Framework, our renowned professional development program focused on giving HR professionals the knowledge, skills and confidence to progress their careers and make an impact on their organisations.

HR Certification

HR Certification and the CPHR post-nominal are the ultimate endorsement of an HR professional's capability and represent a globally recognised mark of excellence.

AHRI offers multiple [pathways](#) to HR Certification, tailored to an individual's career stage, experience level and confidence in demonstrating HR capability.

“

In a fast-changing world of work, HR Certification signals readiness, relevance, and rigour. It has helped position me as a trusted leader in the field, and I'm proud to be part of a community of practitioners committed to shaping the future of work with integrity and purpose.

Josette Moffatt CPHR

Founder and Managing Director, Talent Ecology.

418

Newly certified
HR practitioners

AHRI
Australian
HR Institute.

Certified
Practitioner HR
CPHR

New: Certification for HR Teams

In late 2025 we launched HR Certification as an in-house program for teams of 12 or more.

Sixty-eight practitioners participated in the program, elevating their organisations' strategic HR capability and embedding a consistent standard of excellence.

68

practitioners
participated in
the program

Courses and Corporate Training

In 2025 we upskilled 3491 individuals on a diverse range of HR topics, from DEI for HR Leaders and Trauma Informed HR to People Analytics and Contemporary Workforce Design.

Eighty-three of these programs were held in-house for those organisations seeking tailored training solutions for their team.

Our courses achieved an average NPS of 63, an excellent rating and above most Australian training providers.

“
One of the best courses I’ve attended – well informed, exciting group work and great materials and take aways.

Participant, Trauma Aware Workplaces:
Creating Safe and Supportive Conversations

Most Popular Courses in 2025

- 1 Introduction to HR Law
- 2 Investigating Workplace Misconduct
- 3 Advanced HR Law
- 4 Business Strategy & Culture Leadership
AHRCF Micro-credential
- 5 Organisational Design

New AI Courses

Late in 2025 we launched two new and very popular AI courses for HR professionals - AI & HR: What You Need to Know to Stay Compliant and Embedding Responsible AI: Shaping Workforce & Culture.

[AI & HR: What You Need to Know to Stay Compliant](#)

In this practical, virtual 90-minute session, HR professionals cut through the noise and learn exactly what you need to keep your HR practices compliant and future-ready. You’ll discover how to identify risks in your current systems, align with voluntary standards and guardrails, and confidently guide your organisation’s AI governance strategy.

This course is a prerequisite for the next course, Embedding Responsible AI: Shaping Workforce and Culture.

[Embedding Responsible AI: Shaping Workforce Planning & Culture](#)

This practical three-hour virtual workshop is designed for HR professionals who want to confidently drive the people side of AI adoption. You’ll gain essential tools to embed responsible AI practices into your HR strategy, redesign workforce plans that leverage and build AI readiness, and address employee concerns with clarity and confidence.

HR Qualifications

In 2025 we assisted 331 future HR leaders gain a nationally accredited BSB40420 Certificate IV in Human Resource Management.

We also championed HR education and broadened our impact by accrediting 89 HR-related courses at universities and educational institutes throughout Australia.

“
The course was great, our teacher was approachable and a fabulous source of knowledge. The course content and materials were presented really well and the online platform easy to use. There were some many resources and tools available that I am proud to say I have referred back.

Webinars

Our ongoing [webinar series](#) continued to grow in popularity in 2025, with 16,283 HR professionals signing up to attend 13 virtual events. A broad array of topics was covered, with each being selected to ensure our members remained up to date with emerging HR and business trends.

For International Women's Day, we held a webinar about transforming menopause from an often misunderstood topic into a key talent strategy, facilitated by Melissa MacGowan, Founder, Meno Collective.

Most Popular Webinars in 2025

- 1 2025 Employment Law Updates: Preparing HR for the Year Ahead
- 2 Understanding General Protections: Safeguarding Rights and Managing Risk in the Workplace
- 3 2025 HR Roadmap: Prioritising People, Productivity and Progress
- 4 Productivity, Engagement and the Changing Workplace
- 5 Renewing Resilience: Addressing Burnout and Practical Wellbeing Strategies for HR Practitioners

DEI Week

A highlight of our 2025 webinar program was DEI Week, a series of three member-only webinars designed to empower HR professionals to harness inclusion for impact and lasting success. The sessions gave attendees practical tools for encouraging inclusive leadership, delved into building DEI strategies that go beyond surface-level insights, and unpacked how HR can embed equity into flexibility, wellbeing and the employee lifecycle.

The webinars featured 15 high-profile experts and attracted 3282 HR professionals.

“
This session has been fantastic! Thank you to the whole panel... So many practical ideas – I’m going to need to watch it again to capture them all!”

16,283

HR professionals signing up to attend 13 virtual events

Learning and Connecting

We help our members expand their professional networks and foster a vibrant community by facilitating opportunities to learn and connect within a vibrant HR community.

National Convention and Exhibition

AHRI's National Convention and Exhibition (NCE) is our flagship annual event. Held in Sydney in August, the 2025 event brought together HR professionals from all around Australia, 80 sponsors/exhibitors, and 50 local and international speakers.

“

I enjoyed connecting with HR professionals, learning new insights, and gaining practical tools to apply in work. Meeting inspiring leaders and hearing their experiences was definitely my highlight.”

State and Territory Conferences

Our State and Territory Conferences, curated by AHRI's State Councils, are the premier events designed to tackle the latest trends, emerging challenges and best practices in HR – all with a local flavour.

In 2025 we held seven conferences, themed to suit the needs of each State's HR community:

- Australian Capital Territory – Back to the Future for HR: Stewards of Trust, Respect and Belonging
- Northern Territory – HR in Action: Connect, Cultivate, Champion
- Queensland – Shaping the Future of HR: People, Technology, Leadership
- South Australia – Navigating the Future of HR and IR
- Tasmania – HR in Focus: Uniting Today, Designing Tomorrow
- Victoria – Enhance HR Excellence: Engage, Elevate, Execute
- Western Australia: HR in Action: The Now, the Known and the Next.

NCE 2025 Keynotes

- 1 Whitney Johnson: Disrupt Yourself: The Key to Thriving in Unpredictable Times
- 2 Dr Catherine Ball: Beauty and the Beast: How Emerging Technology and Industry 5.0 Will Allow Us to Be More Human
- 3 Richard Gerver: Learning to Love Change
- 4 Maz Farrelly: Un-Bore Your Business Messaging
- 5 Colin Ellis: How to Build a Fantastic Culture (and Avoid Toxicity!)



Join us at NCE 2026 in Brisbane from 4 - 6 August

“

The speakers were engaging and insightful. I took away a lot from the conference and felt inspired to investigate and embrace AI more in my role.

WA Conference attendee.

Network Forums

AHRI's Network Forums connect HR professionals over shared interests, within their local communities. Each network is led by a convenor, whose role is to organise a range of local activities that meet the interests of their specific network.

In 2025 there were 206 in-person, hybrid and virtual events held across 54 networks throughout Australia. Some 10,000 individuals registered to attend events on topics ranging from a discussion on what Trauma-Informed Practice means in everyday work settings to an AI Showcase featuring live action AI examples specifically for HR practitioners.

AHRI Members Lounge

The AHRI Members Lounge on LinkedIn is an active and engaging virtual community where members can network with peers, share thoughts and discuss challenges.

In 2025 our members participated in more than 500 conversations, ranging from sharing tips for using popular HRIS and payroll systems to discussing the intricacies of workplace investigations.

206

events held across 54 networks in 2025

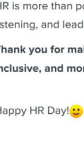
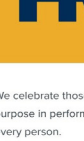
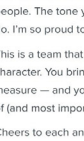
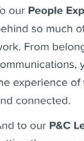
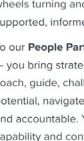
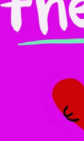
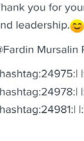
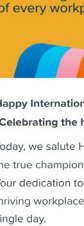
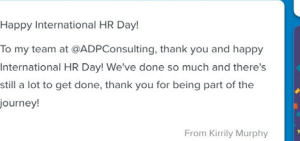
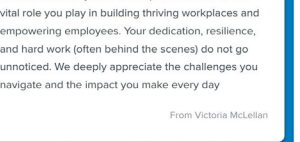
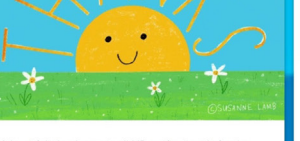
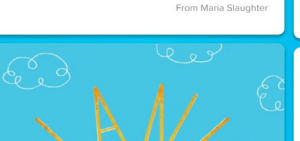
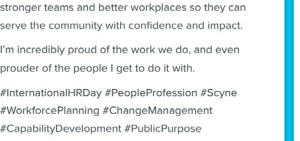
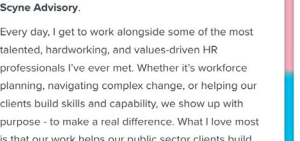
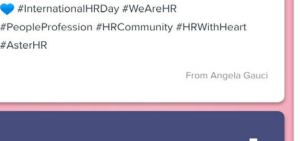
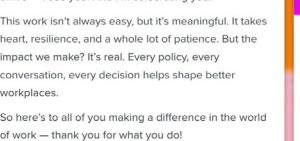
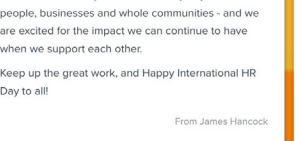
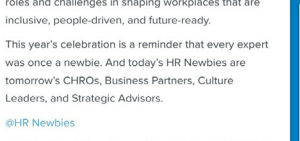
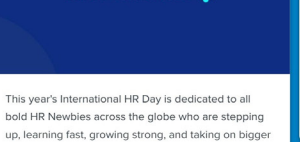
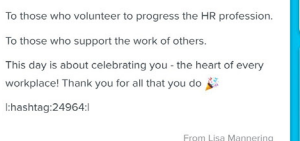
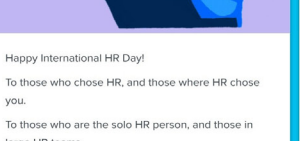
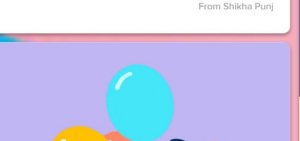
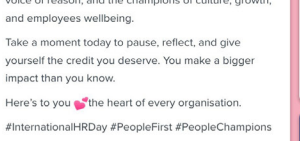
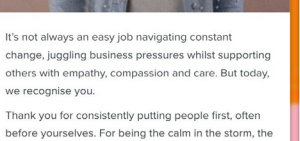
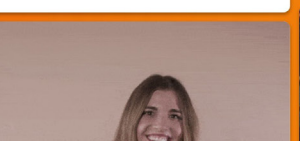
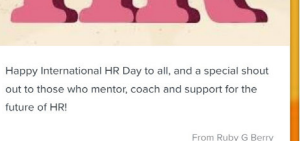
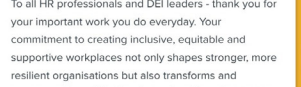
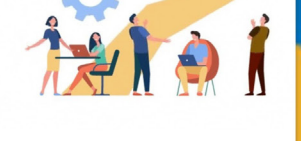
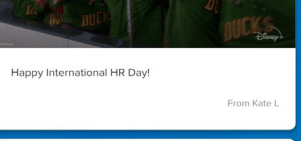
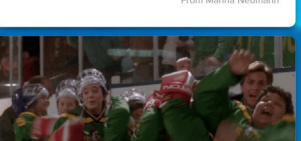
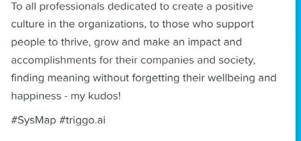
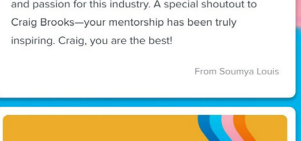
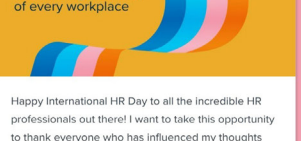
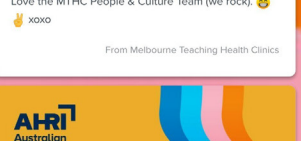
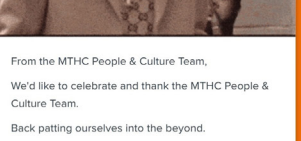
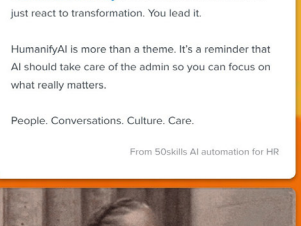
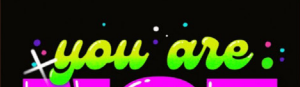
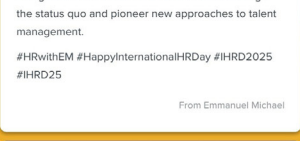
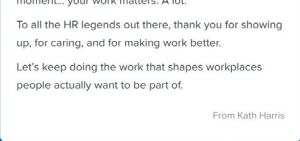
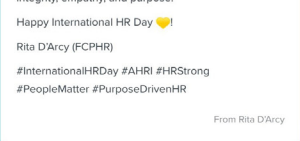
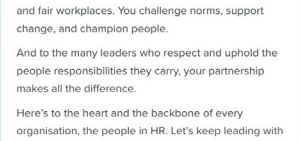
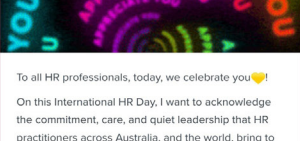
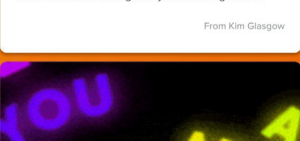
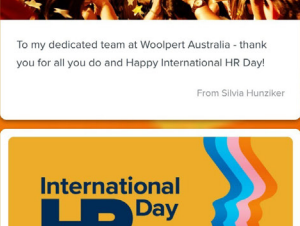
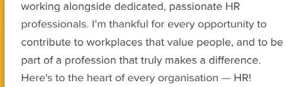
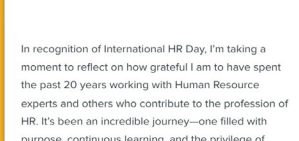
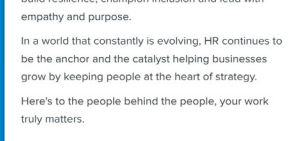
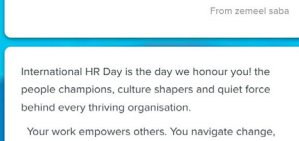
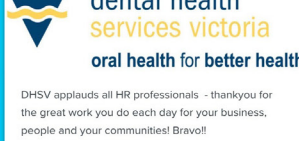
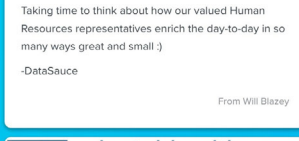
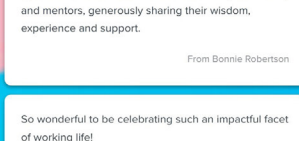
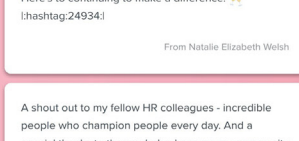
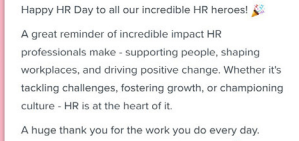
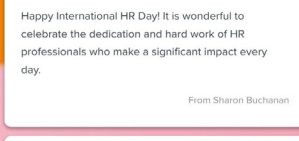
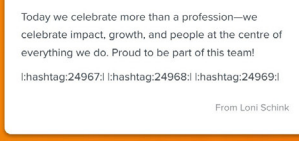
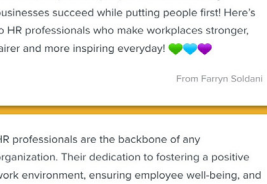
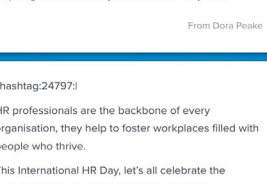
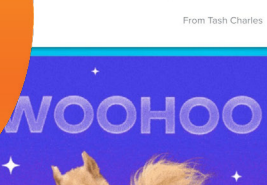
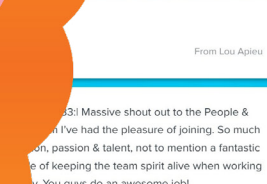
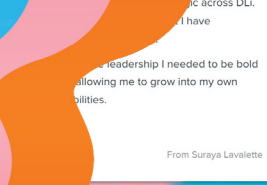
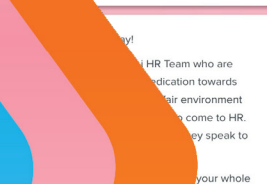
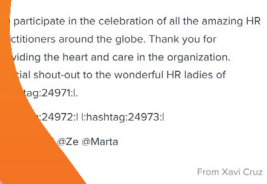
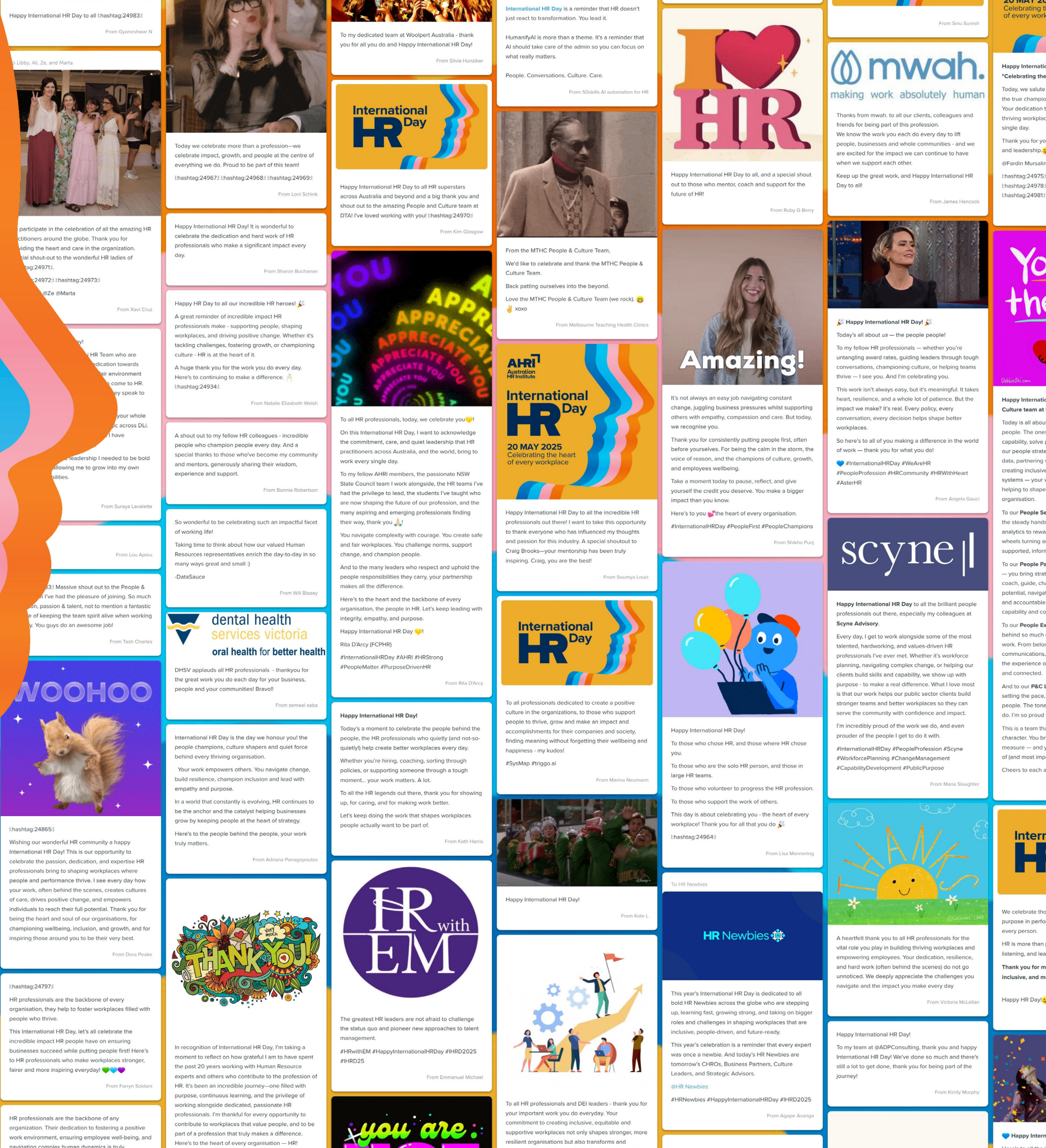
9988

individuals registered to attend events

International HR Day

In 2025 AHRI proudly led Australia's International HR Day celebrations for the first time, uniting HR professionals and business leaders nationwide in a vibrant show of pride, purpose and community. Almost 2000 HR leaders and practitioners participated in online and face-to-face events hosted by AHRI around the country, with tens of thousands showing their HR pride within their workplaces and on social media.

In honour of the day, AHRI also hosted a 48-hour flash sale, our way of acknowledging and thanking HR practitioners for the effort they put in everyday to make work better for all.



Supporting Success

News & Insights

AHRI publications are Australia's leading source of HR knowledge, connecting with more than 615,000 HR and people management professionals in 2025.

HR insights, analysis and case studies are available 24/7 on the [AHRI website](#).

HRM Magazine is a member-only benefit. Recognised as essential reading for today's HR and business community, the magazine presents the world's best practice in HR management, facilitates conversations around current HR issues and provides practical solutions to workplace challenges.

Together, these publications delivered more than 350 HR-related articles in 2025.

“**AHRI is always relevant and ahead of the trends. It helps me feel current and ensures I have considered the current and most relevant HR practices.**”

Annual reader survey 2025.

Podcast - Let's Take This Offline: Conversations to Inspire HR

AHRI's podcast, [Let's Take This Offline](#), continues to grow in popularity, with 19,800 plays over the year

In 2025 we launched the following episodes:

- ▶ **Moving from HR into executive leadership**
with Chris Lamb FCPHR, former Deputy Commissioner, NSW Public Service Commission.
- ▶ **Reforming impostor syndrome: leading with confidence and values**
with Kemi Nekvapil, globally recognised leadership coach, author and keynote speaker.
- ▶ **Navigating boardroom dynamics**
with Dr Juliet Bourke, global authority on human capital, inclusive leadership and governance.
- ▶ **Mastering the mindsets to embrace change**
with Richard Gerver, world-renowned expert and author on change and human leadership.
- ▶ **How to accurately measure your organisation's culture**
with Charlie Sull, Co-Founder, CultureX
- ▶ **Is your workforce 'quietly cracking'**
with Dr Michelle McQuaid, Wellbeing and Positive Psychology Researcher and Thought Leader
- ▶ **Building influence and credibility with the C-suite**
with Susan Lloyd-Hurwitz AM, CEO, Mirvac, and Ben Morris CAHRI, CEO, Mirvac.
- ▶ **Rewriting the rules of work**
with Kate Bravery, Global Advisory Solutions and Insights Leader, Mercer
- ▶ **How to redesign work in the age of AI**
with Professor Sharon Parker, Director of the Centre for Transformative Work Design, Curtin University



19,800

plays over the year for AHRI's continuously growing podcast, 'Let's Take This Offline'.

91%

of listeners enjoyed the podcast and/or put some of the insights to use.

8

member-only minisodes available via the member dashboard.

Media and Advocacy

In 2025, AHRI grew its influence – and indeed the influence of the HR profession as a whole - as a trusted voice on workplace matters across the HR, business community and mainstream media, providing insights, evidence and benchmarking data.

Top news channels

- 1 2GB
- 2 3AW
- 3 ABC News Radio
- 4 ABC TV
- 5 The Australian
- 6 The Australian Financial Review
- 7 News.com.au
- 8 Sky News
- 9 The Sydney Morning Herald/ The Age
- 10 The West Australian

Advocacy

AHRI made the following submissions in 2025:

- Submission to the Productivity Commission: [Productivity Pitch](#) (January 2025)
- Submission to the Treasury: [Reform to non-compete clauses and other restraints on workers](#) (September 2025)
- Submission to the Productivity Commission: [Building a Skilled and Adaptable Workforce](#) (September 2025)

In Retrospect



Reports of WFH's death greatly exaggerated

The Australian Financial Review
18 February 2025



Return to office demands falling, as hybrid work becomes new normal, survey finds

ABC Online
22 April 2025



Why Older workers can be 'too qualified' to get a new job

The Sydney Morning Herald
21 July 2025



Shocking job loss predictions for young Aussie professionals

The Australian
15 September 2025



Right to disconnect laws slashing unpaid overtime hours

The West Australian, The Daily Mail, Yahoo News
18 November 2025



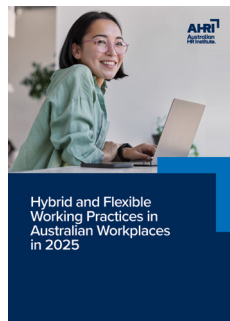
780
Media
Mentions



Research

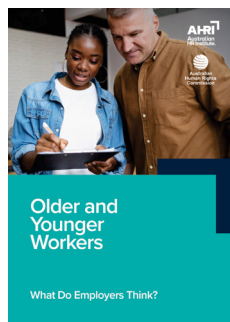
In 2025 we released eight HR research reports, including four editions of the ever-popular *Quarterly Australian Work Outlook*, which is widely recognised as a definitive resource for insights into Australian recruitment and redundancy intentions, employee turnover rates and pay expectations.

A summary of our other reports is presented below.



March [Hybrid and Flexible Working Practices in Australian Workplaces in 2025](#)

Hybrid-work patterns have remained steady since 2023, with most Australian employers recognising the benefits. The report also revealed how businesses are navigating the balance between flexibility and productivity, while tackling key challenges like collaboration and employee engagement.



July [Older and Younger Workers: What Do Employers Think?](#)

In collaboration with the Australian Human Rights Commission, AHRI provided valuable insights into the evolving employment climate for both older and younger workers in Australia. The 2025 edition broadened its focus to explore generational attitudes in the workplace.



October [Managing and Minimising Psychosocial Risks in Australian Workplaces](#)

This research report, in partnership with Dynamic Leadership Programs Australia (DLPA), explored the most common psychosocial hazards, the impact of recent legislative changes, and the practical steps organisations are taking to manage psychosocial risks.



October [Recent Employment Legislation: What Do Employers Think?](#)

This report discussed the early impact of workplace reforms, from the right to disconnect and Respect@Work to casual employment and fixed-term contracts.

AHRI Assist and Ask AHRI

In 2025, we continued to strengthen member support through an extensive repository of HR tools, templates, and resources available via AHRI Assist, alongside delivering expert guidance through Ask AHRI, where we addressed more than 834 complex HR queries.

- **Policy Development**
A major policy update was completed, resulting in the **creation of 17 new policies** aligned with current practices and compliance standards. Our policies were also reviewed for currency and compliance by external legal advisers.
- **Resource Engagement**
Over 39,000 AHRI Assist resources were downloaded throughout the year, reflecting strong member reliance on these tools.

Most popular AHRI Assist resources

- 1 Leave Policy Template
- 2 Discrimination, Bullying and Harassment Policy Template
- 3 Code of Conduct Policy Template
- 4 Parental Leave Policy Template
- 5 Grievance Handling Policy Template

Top four topic areas on Ask AHRI

- 1 Guidance on Casual employees
- 2 Navigating Probation
- 3 Managing Redundancies
- 4 General Award interpretation

834
Complex HR
queries answered

HR Mentoring Program

Our [HR Mentoring Program](#), which supports professionals to build trusted relationships across the profession and gain objective support and guidance, continued to grow in 2025.

We partnered with mentoring program experts Art of Mentoring to deliver the program, giving almost 500 mentors and mentees exclusive access to training sessions and supporting resources to facilitate effective discussion, exchange ideas and set goals for further development.

“
I have experienced AHRI’s mentoring program from both sides of the table. Firstly, as a mentee in 2016, and more recently as a mentor in 2025.

Having such a great experience in both roles, I have registered to become a mentor again in AHRI’s 2026 Mentoring Program. It’s a great, practical way to connect, learn and share your life learnings in the HR space.

98%

of mentors said they would participate again

93%

achieved some or all of their program goals

Recognising Excellence

AHRI's 2025 Awards and Scholarships program recognised exceptional achievements and celebrated progress in HR practice.



Individual Awards

Individual awards recognise outstanding HR and DEI professionals for their contributions to their organisation and the profession.



HR Leader of the Year

Joanne Horne, MAHRI,
Chief People & Workforce Development
Officer, ASC

Joanne Horne's visionary HR leadership has transformed ASC's workforce strategy, enabling national defence capability through strategic foresight, cultural uplift, and operational excellence.



HR DEI Champion of the Year

Edward Holicky, MAHRI,
Branch Manager – Office of Agency Accessibility
and Inclusion, National Disability Insurance Agency

Ed leads transformative inclusion at NDIA—establishing the Office of Accessibility, embedding lived experience leadership, and driving systemic change across disability, neurodivergent, CALD, First Nations, and LGBTQIA+ communities.



HR Practitioner of the Year

Danielle Keogh, MAHRI,
People & Culture Business Partner, AlSCO
Uniforms

Danielle delivers strategic, multi-disciplinary HR leadership—transforming Asia operations, reducing turnover, enhancing engagement, and leading complex restructures with professionalism, agility, and trusted cross-border stakeholder partnerships.



DEI Executive Champion of the Year

Djuna Pollard
Chief Executive Officer,
Power and Water Corporation

Djuna, CEO of Power and Water Corporation since 2020, has over two decades in utilities. She leads major reforms, serves on the Water Services Association board, and is a member of Chief Executive Women. Djuna holds finance qualifications and is a Fellow of Finsia and MAICD member.



Future HR Leader of the Year

Paris Hammonds, MAHRI,
HR Manager,
Conscious Care Group

Paris transformed HR at CCG—integrating analytics, trauma-informed practices, and inclusive onboarding—reducing turnover, boosting capability, and positioning HR as a strategic, human-centered driver of change.

Organisation Awards

Organisation awards recognise initiatives and strategies which have directly and successfully addressed a challenge or met a priority of the organisation.



**Best Attraction, Recruitment
& Retention Strategy**
Transit Systems Australia

Transit Academy addresses driver shortages through training, license upgrades, and flexible employment – ensuring operational reliability, community engagement, and workforce sustainability, strategically championed by senior leadership.



**Best Leadership
Development Strategy**
James Hardie

James Hardie's development strategy reset culture, reconnected frontline teams, and drove innovation. Investing across leadership levels built collaborative culture – strengthening agility, trust, and long-term business performance.



**Uniting Church in Australia,
Queensland Synod**

Faced with wage and regulatory pressures, Uniting Church use values-based leadership and branding – creating sustainable workforces, improving recruitment and retention through inclusive design and referrals.



**Best Learning &
Development Strategy**
Mirvac

Mirvac Masters brings our people strategy – join, grow, belong – to life. Designed by our people for our people, it fosters meaningful learning, connection, and career development across Mirvac.



**Best Organisational
Development & Change Strategy**
NVC Group Limited

NVC Group tackled post-pandemic workforce shortages through tailored training and ethically recruiting international workers. This built a stable, skilled team aligning with aged care reforms.



Best Use of Technology
Story House Early Learning

Story House transformed connection for a deskless workforce through Main Street – a vibrant, mobile-first platform blending recognition, wellbeing, and compliance into a culture-rich experience.



Best Health and Wellbeing Strategy
Australian Red Cross Lifeblood

Lifeblood's Support the Pause strategy transforms menopause support through inclusive design, leadership advocacy, and peer networks – empowering wellbeing, equity, and belonging across all life stages.



Best Employee Experience Strategy
Wollongong City Council

Wollongong City Council's inclusive, values-driven strategy empowers a future-ready workforce—enhancing attraction, development, and retention through leadership, technology, wellbeing, and continuous employee-led improvement.



Most Inclusive Workplace
Bunnings Group Limited

Bunnings builds belonging through inclusive policies, employee-led initiatives, diverse representation, and co-designed training – empowering team members to thrive and reflect Australia's vibrant communities.



Best Diversity, Equity & Inclusion Strategy
IPS Management Consultants

IPS's Yaka Dandjoo Program empowers First Nations people and others through mentoring, training, and inclusive infrastructure – reshaping equity with lasting employment and cultural safety.

Scholarships: 5

AHRI Scholarships recognise outstanding HR professionals and provide a range of development opportunities and prizes.



AHRI HR Certification Scholarship
Bec Murphy MAHRI



AHRI HR Student Scholarship
Cici Le



AHRI HR Certification Scholarship
Halycon Peachey MAHRI



AHRI HR Certification Scholarship
Courtney Johnson MAHRI



Joe Fischer HR Leadership Scholarship
Christine Dillon MAHRI



The AHRI HR Scholarship
John Chan

AHRI's flagship scholarship recognises an individual committed to growing the HR body of knowledge and contributing to a better understanding of HR's contribution and value.

In 2025, this was awarded to John Chan for his project, Cultivating Connection, aimed at addressing one of the most overlooked challenges in today's workforce – the rise of workplace loneliness.

John's research will trial both virtual and in-person strategies to strengthen professional connection and produce practical toolkits and evidence-based recommendations that HR professionals can apply immediately.



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