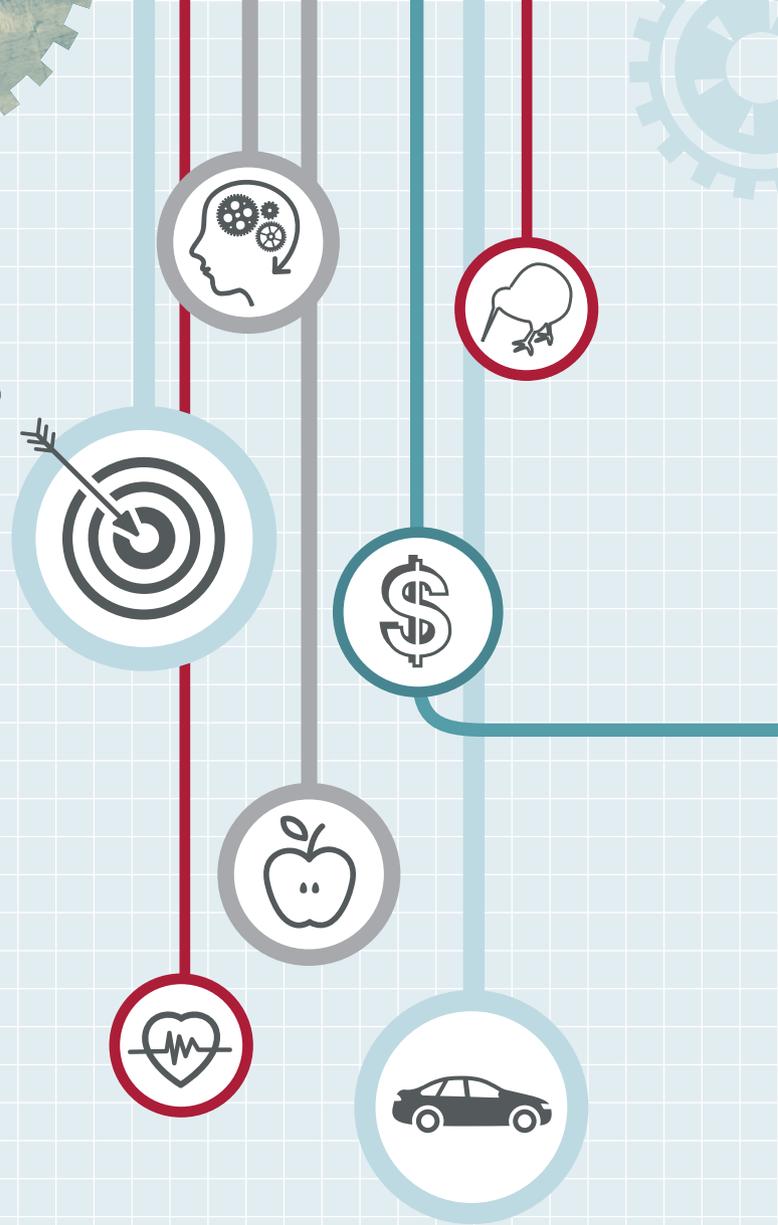


ENGAGING TOMORROW'S PEOPLE

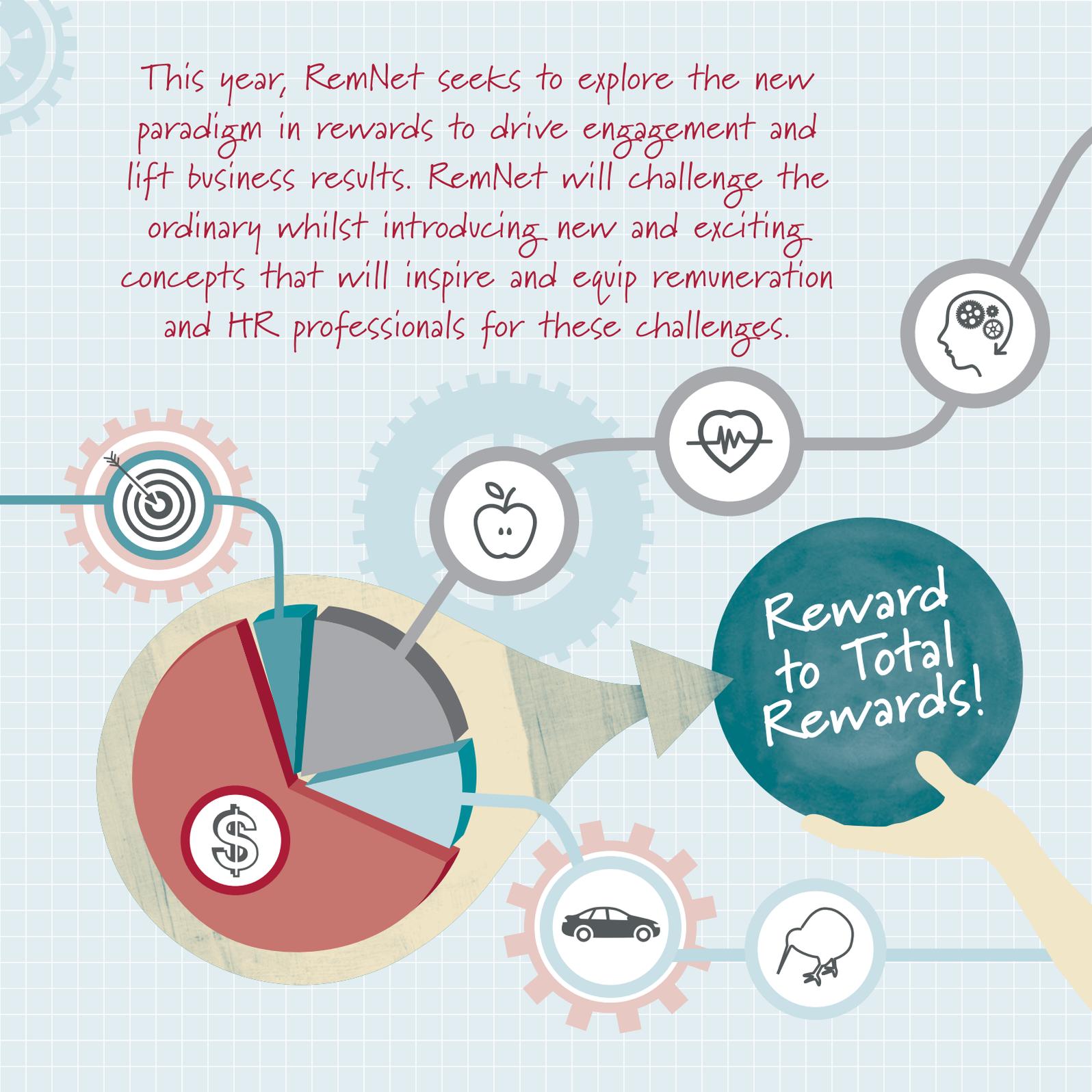
*Reward to
Total Rewards*

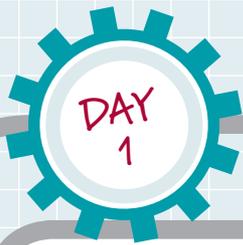


REMNET ANNUAL CONFERENCE
4TH & 5TH NOVEMBER 2014

 **RemNet**
Leading • Connecting • Learning

This year, RemNet seeks to explore the new paradigm in rewards to drive engagement and lift business results. RemNet will challenge the ordinary whilst introducing new and exciting concepts that will inspire and equip remuneration and HR professionals for these challenges.





TUESDAY 4TH NOVEMBER 2014

8:30am REGISTRATION

9:00am CONFERENCE OPENS
Drew Williams, Chairperson RemNet

9:15am FIT FOR THE FUTURE

Keynote Speaker: Rt Hon Dame Jenny Shipley
DCNZ, NZFIM

All of us are in competition with the future. Customers and markets are evolving rapidly, talent is highly mobile and diversity of thought, experience and background is critical to success! Refreshing what we know and confronting the reality of what we don't know with curiosity and courage has to be the "new normal". Dame Jenny will explore with you her view on the leadership required across companies and the economy to ensure that we are highly ambitious, successful and Fit for the Future that is coming our way.

10:15am MORNING TEA

10:45am INTRINSIC, EXTRINSIC OR TOTAL REWARDS

Guest Speaker: Dr Keith Macky (AFHRINZ),
Associate Professor of Human Resource
Management, AUT University

Dr Keith Macky canvasses the latest international research:

- Linking financial and intrinsic rewards to performance and other employee outcomes
- Identifying best practices in financial incentives for team performance and individual pay-for-performance; and
- Dealing with the effects of pay dispersion on employees and how to manage this.

11:45am ANZ: DIVERSITY AND INCLUSION

Case Study Guest Speaker: Simone Guy,
Senior HR Business Manager – Reward
and Insights, ANZ

At ANZ, the goal is to achieve a highly engaged, diverse and inclusive workforce. ANZ is enabling its workforce by using diversity and inclusion initiatives to provide employees with an environment where they

bring their whole selves to work, unlocking their true potential.

Simone will talk about practical solutions to tackling diversity and inclusion in the workplace, and how ANZ brings policies to life. She will also focus on gender balance, staff with disabilities and cultural diversity initiatives.

12:30pm LUNCH

1:30pm OPTIMISING SALARY VEHICLE BENEFITS

Guest Speakers: Adrian Hunt and
Nigel Bell-Booth, Sales Managers,
ORIX New Zealand Limited

Novated Leasing has long been the domain of the Australian HR/employee marketplace. With the recent introduction of Novated Leasing to the New Zealand marketplace, Adrian and Nigel will present an overview of Novated Leasing, discuss the practical considerations of offering this within your organisation as well as the current and emerging trends in fleet management.

2:30pm PERFORMANCE MANAGEMENT IN A UNIONISED "HIGH PERFORMANCE/HIGH TRUST/HIGH ENGAGEMENT CULTURE"

Case Study Guest Speaker: Alan Brookbanks,
People and Capability Director,
Auckland Council

Auckland Council is through its "transition stage" and is focused on transforming the organisation across 3 key areas: "Engaging and enabling communities, customer friendly services and making our size work".

To make this happen, Auckland Council need to build a high performance culture/high trust/high engagement culture. Alan will share with you some of the initiatives that they have embarked on; particularly how they have worked to build a constructive relationship with the PSA Union as they balance the needs of organisation and its diverse workforce. All of which goes to meeting Auckland Council's purpose of making Auckland the world's most liveable city and delivering value for money for its citizens.

3:30pm AFTERNOON TEA

4:00pm EVP: Exploring the ins and outs when it comes to reward and recognition
Guest Speakers: Jocelyn Anso, Manager Talent and Reward and Emma Le Grice, Reward Consulting Manager, Aon Hewitt

Jocelyn and Emma will tackle the often-discussed topic of how to drive employee engagement – but through the lens of the Employee Value Proposition, and how Total Rewards can bring out the best in your people. They will provide insights and practical suggestions, based on Aon Hewitt's leading research and extensive experience working with a diverse range of organisations, and will tackle questions such as: What are the key drivers of engagement – where does EVP and Total Rewards fit in? What aspects of Total Rewards matter most to employees? How can you demonstrate the return on investment?

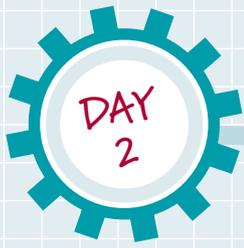
5:00pm CLOSE OF DAY ONE

5:15pm EVENING NETWORKING FUNCTION

Time to relax and enjoy an evening of social networking and tempting treats supported by two of New Zealand's premiere jazz artists - Kevin Haines on acoustic bass and Dixon Nacey on guitar - playing original and standard material ranging from jazz to swing.

7:30pm FINISH





WEDNESDAY 5TH NOVEMBER 2014

7:30am SPECIAL INTEREST GROUP BREAKFAST



Hosted by: Tina Lundkvist,
Global Process Lead People
Reporting, Fonterra

Topic: HRIS and Metrics
Reporting – Tips from
the Trenches!

The role of HR analytics in helping organisation with predicting tomorrow's workforce needs:

Organisations are realising the value of good HR information "Big Data" in predicting future workforce needs. Unlocking this data requires investment in HR systems and process enablers. How do HR teams respond to this need?

Registration required. Member and non-member conference delegates are welcome to attend this session: \$35 + GST. Light breakfast included.

8:50am CONFERENCE REOPENS

9:00am MAKING FRIENDS WITH KIWISAVER Guest Speaker: Mary Holm

For many HR people, KiwiSaver is not just a compliance headache but also a trap - you might be accused of illegally giving financial advice, but employees really appreciate the useful information you can give them. Mary will navigate the challenges of KiwiSaver and discuss what can be "safely" communicated to your staff relating to:

- First home purchases
- KiwiSaver versus repaying a student loan
- How they can decide the best fund for them
- You can also use KiwiSaver to boost employees' general financial literacy.

10:00am EMBRACING TOTAL REWARDS AT NZDF

Case Study Guest Speaker:
Brigadier Howard Duffy

NZDF is an organisation that continues to experience significant change and is continually evolving to ensure it can attract and retain tomorrow's workforce over the longer term. Brigadier Howard Duffy will share with

you the journey NZDF has been on and the range of initiatives implemented to engage and retain their workforce that go beyond the financial and reflect the true meaning of Total Rewards.

10:45am MORNING TEA

11:00am REMNET HOT TOPICS SESSION Facilitated by EY

This session presents the opportunity to discuss key remuneration and HR related issues affecting organisations. Learn from others' experiences and find solutions to vexing problems.

12:45pm LUNCH

1:30pm ANNUAL GENERAL MEETING Drew Williams, Chairperson, RemNet

2:00pm HIRING VERSUS ENGAGEMENT VERSUS COMMITMENT

Keynote Speaker: Geoff Ross

In the past, it was a matter of hiring staff and hoping they would be right for the job. Today staff want more than a job they want something they can commit to. As an entrepreneur, this commitment is essential for success but how do you identify it and achieve it?

3:00pm AFTERNOON TEA

3:30pm PEOPLE, DOLLARS, SENSE, AND ECONOMICS: Post GFC New Zealand – winners and losers; and who came 2nd?

Closing Speaker: Dr Ganesh Nana,
Chief Economist, BERL

Dr Ganesh will share his insights into the NZ economy post-election, the impact of Chinese market growth, and the effects of the unrest in the Middle East. What does the future look like? Where to from here? Dr Ganesh will also provide the audience with specific focus on business challenges.

4:30pm CONFERENCE CLOSES

Join us at the Evening
Function on 4th November
and be in to win* a
fabulous prize sponsored
by SKYCITY Grand Hotel



* You must be present at the
prize draw to be in to win



Speaker Profiles

RT HON DAME JENNY SHIPLEY KEY NOTE SPEAKER



The first female Prime Minister of New Zealand is today a Director, Advisor and Keynote Speaker with a

special interest in promoting and developing leadership capability. Rt Hon Dame Jenny Shipley was Prime Minister from 1997 to 1999, she retired from NZ politics in 2002 and returned to the business sector. Dame Jenny now chairs Global Women New Zealand and is Co-Chair of Women Corporate Directors. She is on the Executive Board of the NZ China Council. She is an active member of a number of international organisations including the World Women's Leadership Council and is Vice President of the World Leadership Alliance-Club of Madrid, who promote democracy and transparent economic development, globally.

GEOFF ROSS KEY NOTE SPEAKER



Geoff was the founder and CEO of 42 Below, and Chairman of Trilogly.

Prior to 42 Below, he was a Managing Partner and Board Member of DDB Advertising and Client Service Director & Management Team Member for Saatchi & Saatchi in Wellington. Geoff is now Chairman of Ecoya and Director at The Bakery, a venture capital business formed to grow shareholder capital through investment in companies with high growth potential.

ALAN BROOKBANKS People and Capability Director, Auckland Council



As well as his role at Auckland Council, Alan is Chairman of the Board of Directors for Home and Family

Counselling, a 121 year old, not-for-profit organisation.

Alan has extensive experience as a senior HR practitioner in the public and private sectors in New Zealand and Australia.

Alan's background is in industrial relations, he has also led change management and business improvement initiatives with complex people-management challenges.

BRIGADIER HOWARD DUFFY NZDF



Brigadier Duffy enlisted into the New Zealand Army in 1984. He has seen operational service in the

former Yugoslavia, UK, Bougainville and Afghanistan.

His staff appointments have included Staff Officer, Military Assistant to the Chief of Army, Assistant Chief of General Staff (Human Resources), and more recently Project Officer and Chief of Staff, Defence Personnel Executive.

SIMONE GUY Senior HR Business Manager, ANZ



Simone has expertise in translating business strategies into HR actions that drive business results.

At ANZ Simone is part of the HR Leadership team and is accountable for supporting the GM HR with ANZ New Zealand's People Strategy, Diversity Strategy, Business Management for the Division, and leadership of ANZ's HR Consulting team.

MARY HOLM Investment Columnist



Qantas Media Award-winning columnist Mary Holm writes a Q&A personal finance column in the

Weekend Herald. She is a member of the Financial Markets Authority Board, and a Director of the Banking Ombudsman Scheme.

Mary also presents seminars, is the author of five books and frequently discusses personal finance on radio and television. She holds a BA in economic history, MA in journalism and MBA in finance.

ADRIAN HUNT & NIGEL BELL-BOOTH Sales Managers, ORIX New Zealand



Adrian and Nigel have over 10 years' experience in the Motor Vehicle Leasing and Fleet Management industry.

Adrian leads the New Business team in growing ORIX's portfolio and share of the New Zealand marketplace.

Nigel manages ORIX's National Corporate sales team.

JOCELYN ANSO & EMMA LE GRICE Manager Talent & Reward and Reward Consulting Manager, Aon Hewitt



Jocelyn works with clients across a range of HR domains - employee engagement, talent retention, leadership and performance management consulting.

Jocelyn's experience has been in HR, focusing on leadership and talent development, culture and

values and driving high-performance organisations. Emma Le Grice has worked in performance and reward, remuneration, HR systems and generalist human resources in NZ, Australia and the UK.

These roles have been in a variety of industries including IT, property and aviation across a diverse range of organisations from medium-sized to multinational organisations.

DR KEITH MACKY (AFHRINZ) Associate Professor of Human Resource Management, AUT UNIVERSITY



Dr Macky joined AUT in 2007 after a 25-year career in academic and consulting environments.

He has taught a wide variety of courses in the areas of Organisational Behaviour, Industrial / Organisational Psychology, HR Management, the Sociology of Work, OD, and Quantitative Research Methods.

Keith is currently the Associate Professor of Human Resource Management at AUT.

Keith has co-authored several books on Strategic Remuneration, and has published multiple research articles on high-performance work systems, including the role of rewards in these.

DR GANESH NANA Chief Economist, BERL



BERL, Business & Economics Research Limited, is an independent, private NZ, economic consultancy.

Ganesh has almost 30 years' experience in the field of economics since first working as a researcher at Victoria University. He joined BERL in 1988 and is a regular commentator on the New Zealand economy for various media.

REGISTRATION

Register for the conference online at:

www.remnet.org.nz
or telephone 09 630 0462

PLEASE REGISTER BY 15 OCTOBER 2014

CONFERENCE DELEGATE RATES

(includes evening function)

First Member Delegate (Cost included in RemNet subscription)	No charge
Second Member Delegate	\$695.00 + GST
Additional Member Delegate	\$550.00 + GST
Non-Member Delegate	\$1,695.00 + GST
Evening Function – Additional Guests	\$45.00 + GST
Special Interest Group Breakfast	\$35.00 + GST

Conference Cancellation Policy: Cancellations must be received in writing (letter, fax or email) at least 10 working days prior to the commencement of the conference and you will receive a refund less \$250 + GST service charge per delegate. No refunds can be made for cancellations received after this date however a substitute is welcome to attend.

VENUE

Aquamarine Room 3
Hilton Auckland Hotel
Princes Wharf, 147 Quay Street,
Auckland, 1010

TEL: 64-9-978-2000

FAX: 64-9-978-2001

www.hilton.com

ACCOMMODATION

(Please note: accommodation bookings and costs are the delegate's responsibility).

Please refer to suggested accommodation pdf on the RemNet website: <http://remnet.org.nz/remnet-annual-conference-2014>



CONFERENCE FACILITATORS

EY

EY are highly regarded as leading remuneration and reward specialists in New Zealand.

EY are the appointed Executive Managers of RemNet and provide all operations support to the organisation.



SUSAN DOUGHTY



MELISSA RUSSEK

REMNET ANNUAL CONFERENCE
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