

# NZ's Place in the World

Annual Conference 2011

RemNet  
Leading • Connecting • Learning

## REGISTRATION

Register for the conference online at:  
[www.remnet.org.nz](http://www.remnet.org.nz)  
 Or telephone 09 630 0462  
 Please register by 31 October 2011

## CONFERENCE VENUE

Waitemata Room  
 The Langham Hotel  
 83 Symonds St, Auckland  
 Phone: 09 379 5132  
[www.auckland.langhamhotels.co.nz](http://www.auckland.langhamhotels.co.nz)

## CONFERENCE DELEGATE RATES

(includes Gala Evening but excludes WorldatWork GR6 Course)

|                                   |   |
|-----------------------------------|---|
| First Member Delegate:            | No charge. Cost included in RemNet subscription |
| Second Member Delegate:           | \$695.00 + GST                                  |
| Additional Member Delegate:       | \$550.00 + GST                                  |
| Non-Member Delegate:              | \$1,695.00 + GST                                |
| Gala Evening – Additional Guests: | \$80.00 + GST                                   |
| Special Interest Group Breakfast  | \$35.00 + GST                                   |

## WORLDATWORK GR6 COURSE - 17-19 Nov – 2.5 days

|            |                  |
|------------|------------------|
| Member     | \$1,395.00 + GST |
| Non-Member | \$1,995.00 + GST |

## ACCOMMODATION

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

We have secured a limited number of rooms at preferential rates for RemNet delegates who wish to stay at the Langham Hotel.

Room Rate: \$240.00 exclusive of GST (room only)

To take advantage of these special rates, please advise the Langham Hotel that you are part of the RemNet Conference at the time of booking.

**Conference Cancellation Policy:** Please confirm your cancellation 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.

**WorldatWork Course Cancellation Policy:** Please confirm your cancellation in writing (letter, fax or email). More than 4 weeks' notice to course date – full course fee reimbursement  
 2-4 weeks' notice prior to course date – 50% course fee reimbursement  
 Less than 2 weeks' notice – no course fee reimbursement.

## CONFERENCE FACILITATORS

DSD CONSULTING LTD

dsd Consulting Ltd are highly regarded as leading remuneration and rewards specialists in New Zealand.

dsd Consulting Ltd are the appointed Executive Managers of RemNet and provide all operations support to the organisation.



Susan Doughty



Melissa Russek

## SPEAKER PROFILES



### Sir Ray Avery KEYNOTE SPEAKER

Sir Ray Avery is a successful Pharmaceutical Scientist, a founding member of the Auckland University School of Medicine, Department of Clinical Pharmacology and former Technical Director of Douglas Pharmaceuticals who, over the past 30 years, has made a major contribution in the development of New Zealand's Pharmaceutical industry.

Ray developed an interest in science at the age of 14 while living rough on the streets of London and finding warmth and inspiration in public libraries. He went on to become an award winning scientist and successful businessman.

In 2011 Ray was awarded the New Zealand Order of Merit Knight of the Grand Companion in the New Year Honours for services to philanthropy.



### Sean Hughes KEYNOTE SPEAKER

CHIEF EXECUTIVE, FINANCIAL MARKETS AUTHORITY

Sean Hughes is Chief Executive of the Financial Markets Authority, which was established in May

2011. Prior to returning to New Zealand, Sean's international career included over 20 years' work experience in Australia, Hong Kong, and the UK. During this time, he held senior executive roles in two Australian banks and, most recently, was a senior executive at the Australian Securities and Investments Commission (ASIC). Sean holds degrees from the University of Canterbury and Cambridge University.



### Dr Bryce Wilkinson KEYNOTE SPEAKER

DIRECTOR, CAPITAL ECONOMICS LIMITED

Prior to setting up Capital Economics in 1997, Bryce was a Director of Credit Suisse First Boston in New

Zealand (now First NZ Capital). Until 1985 he worked in the New Zealand Treasury, reaching the position of Director.

Bryce has a strong background in public policy analysis, capital market research and microeconomic advisory work.

In recent years Bryce has been a member of the Government's Regulatory Responsibility Taskforce, ACC Steering Group 2010 and its 2025 Taskforce.



### David Irving CO-FOUNDER OF THE ICEHOUSE

David Irving retired from a successful business career in 1997, having been CEO and Area Director Australasia of Heinz Watties, David was co-founder of The ICEHOUSE, is Chairman and holds a number

of Directorships. David is also an Honorary Professor at The University of Auckland Business School.

Since the establishment of The ICEHOUSE, David has dedicated his work to owner managers and their medium sized business performance. He plays an active role in The ICEHOUSE Owner Manager Programme through passing on his knowledge in the classroom and reviewing owner manager's business plans.

### Russell Huntington

PRINCIPAL, TOWERS WATSON MELBOURNE



Russell has worked in the field of reward consulting since 1989. Russell joined Towers Watson in 1990. He has worked in their offices in Melbourne, Singapore, Zurich and London.

Russell's expertise centres on the development of reward solutions, including levelling structures, base pay programmes and incentive design. He has worked with a diverse range of clients in banking, mining, telecoms and consumer products. Since 2011 he has consulted part-time for Towers Watson, taught classes for World at Work and consulted independently.

### Catherine Taylor

GROUP MANAGER PEOPLE & BUSINESS SERVICES, KIWIBANK



Catherine has developed and led the Human Resources strategy, programmes and processes for Kiwibank since the beginning, and has been instrumental in creating the very successful culture which is highly regarded by many other companies in New Zealand.

Catherine has held positions with the Reserve Bank of New Zealand, Mitsubishi Motors, Rudd Watts and Stone, Sun Alliance Life and Disability, State Insurance, Enza, and, Land Information New Zealand. She is currently National President for the Human Resources Institute of New Zealand Board, is a member of the Business Studies Advisory Committee with the Wellington Open Polytechnic and also a mentor for HRINZ.

### Jennifer Kerr

GROUP DIRECTOR HUMAN RESOURCES, FONTERRA



Jennifer Kerr is Group Director, Human Resources and has been with Fonterra since 2006. Jennifer's role includes responsibility for Fonterra's 15,600 staff worldwide with a focus on recruitment, reward strategy, capability management, organisational development, health and safety, training and employee relations. She has worked in human resources in the oil industry in the

US and Europe and the leisure industry in the UK.

### Chris Meade

EXECUTIVE GENERAL MANAGER HUMAN RESOURCES, DOWNER NZ



Chris has over 20 years' leadership experience in human resource management in a wide variety of organisations in New Zealand. Chris is currently Executive General Manager – Human Resources for Downer NZ which has an annual turnover in excess of NZ \$1bn per annum and employees exceeding 4,600.

Prior to her current appointment, Chris has worked as a senior Human Resource Manager in a variety of NZ companies including Fonterra, Mainland, AFFCO NZ Ltd, Waitemata Health and Fletcher Aluminium (Building Products) Ltd, as well as spending a number of years at the EPMU.

### Huma Faruqui HEAD OF CAPABILITY & ORGANISATION DEVELOPMENT, Z ENERGY



Huma worked in HR roles in the UK for six years before moving to NZ in late 2003. Her career in the UK spanned several blue chip organisations including Deutsche Bank, Cater Allen/Abbey National Bank and Deloitte. In NZ, Huma has worked for Vero Insurance and, more recently, with Telecom in HR leadership roles with each of Telecom's strategic business units as well as leading

organisational development initiatives within Telecom around values, engagement and change, before joining Z Energy.

Her passion is for unleashing the potential of people in organisations through strategic OD initiatives.

### Dr Ganesh Nana

CHIEF ECONOMIST, BERL



Dr Ganesh Nana is Chief Economist at BERL, Business and Economics Research Limited an independent, private New Zealand, economic consultancy.

Ganesh has 25 years' experience in the field of economics since first working as a researcher at Victoria University. He joined BERL in 1988 and has since been responsible for BERL Forecasts.



New Zealand faces a challenge to make its mark on the world. Our geographic distance and the balancing act between competitive production costs and globally competitive pay are significant challenges – but they can be overcome.

The 2011 RemNet Conference explores the latest local and international business trends and cutting edge practice. Speakers share practical ways to secure our place in the world through embracing innovation, and by discovering how to showcase our abilities on a global stage.

Langham Hotel, Auckland, New Zealand  
**15 & 16 November**

## Top entertainment and a grand prize giveaway

Our Gala Evening marks the end of the first day of the Conference. Beginning at 6.45pm with an exquisite buffet dinner, the evening's entertainment will conclude with the announcement of our grand prize draw from Air New Zealand\*.

Talented actor and master entertainer Aaron Ward (the Quiz Master from TVNZ show Nothing Trivial) will MC, while one of New Zealand's most popular line-ups: The Mermaids Dance Band bring a high energy act to keep you entertained throughout the evening. This is an occasion not to be missed.



\* Grand prize sponsored courtesy of Air New Zealand. You must attend the Gala Evening to be in to win.

## → DAY 1 Tuesday 15 November 2011

8.30am REGISTRATION

9.00am CONFERENCE OPENS  
 Chris O'Brien, Chairperson, RemNet

9.15am OBSERVATION IS THE KEY TO INNOVATION  
 KEY NOTE SPEAKER: Sir Ray Avery

Award winning scientist Sir Ray Avery and recipient of the Kiwibank New Zealander of the Year Award 2010 and The Blake Leadership Medal 2010, will examine how observation is often the most critical determinant in product realisation and the generation of successful creative ideas.

10.15am MORNING TEA

10.45am CLOSING THE AUSTRALIA/NZ PAY GAP BY 2025 – ACHIEVABLE VISION OR UNREALISTIC FOLLY?

KEY NOTE SPEAKER: Dr Bryce Wilkinson  
 Director of Capital Economics Limited

Dr Bryce Wilkinson, member of the 2025 Taskforce will reflect on the growing income per capita gap between Australia and New Zealand and its implications. New Zealanders' incomes were higher than Australians' from the end of WWII until 1966. Since then, Australian incomes have grown faster to the point where Australian per capita GDP was 35% greater than New Zealand's in 2008. Dr Wilkinson will talk about the choices New Zealanders are making and the big gap between successive Government's stated economic goals for the economy and economic reality. Will this malaise continue?

11.45am SUSTAINING A SUCCESSFUL CULTURE

CASE STUDY GUEST SPEAKER: Catherine Taylor  
 General Manager Human Resources, Kiwibank

Kiwibank has been operating in a highly competitive banking market for over nine years, challenging the status quo. It has grown rapidly to become an iconic New Zealand brand. Catherine will talk about how brand and culture are integrated in Kiwibank, and how important culture is to Kiwibank's success. She will talk through how they have built a sustaining culture, through engaging the enthusiasm of their people.

12.30pm LUNCH

1.30pm GLOBAL CHALLENGES IN REMUNERATION

CASE STUDY GUEST SPEAKER: Jennifer Kerr  
 Group Director Human Resources, Fonterra

Jennifer will provide insights into best practice and key initiatives Fonterra have adopted in order to achieve strategic goals. Fonterra operates in a global market and epitomises the challenges of being based locally but acting globally. Managing a diverse workforce across multiple markets is an on-going challenge and Jennifer will discuss how Fonterra learnt to operate a diverse workforce and what is at the heart of Fonterra's staff attraction and retention strategy.

2.30pm RESTORING INVESTOR CONFIDENCE IN NEW ZEALAND'S CAPITAL MARKETS IN THE POST-GFC WORLD

KEY NOTE SPEAKER: Sean Hughes  
 Chief Executive, Financial Markets Authority

FMA's establishment on 1 May 2011 heralds a new era of regulation in NZ's capital markets and FMA are moving swiftly to create a new style of organisation. Restoring investor confidence is fundamental to their work – an entire generation of Kiwis has turned its back on the markets. Their aim is to make NZ attractive to investors as a well regulated, well performing environment. Only then will we see the beginnings of vibrant capital markets, and sustained growth in New Zealand's economy.

3.30pm AFTERNOON TEA

4.00pm THINKING AND ACTING DIFFERENTLY TO SUCCEED

GUEST SPEAKER: David Irving  
 Co-founder of The ICEHOUSE

David will share what business leaders are seeking from HR professionals today to help them compete and succeed globally from 'our place in the world'. David will challenge us to 'think and act' differently pushing to think beyond our current horizons.

5.00pm CLOSE OF DAY ONE

5.15pm NETWORKING FUNCTION

Join us for networking, drinks and canapés before our Gala Evening.

6.45pm GALA EVENING

Dinner, dancing and entertainment from Aaron Ward and The Mermaids Dance Band. The Air NZ Grand Prize will be drawn during the evening.

11.00pm FINISH

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## → DAY 2 Wednesday 16 November 2011

7.30am SPECIAL INTEREST GROUP BREAKFAST

HR Information Systems & Metrics Reporting

Designed for members specialising in HRIS and reporting metrics, this is a practical forum and networking opportunity to discuss challenges faced by organisations in this area. Hosted by Engelbert Dsouza, Performance and Reward Consultant for IAG. Light breakfast included. Registration is required and member and non-member conference delegates are welcome to attend this session: \$35 + GST.

8.50am CONFERENCE REOPENS

9.00am WORLDATWORK INTERACTIVE SESSION

GUEST SPEAKER: Russell Huntington  
 Principal, Towers Watson Melbourne

Russell will present an interactive session that will introduce current trends in Asia Pacific reward; challenge the need to manage reward from home base, discuss achievement of global/regional consistency and local market alignment, and reinforce how reward management can strengthen company culture.

10.30am MORNING TEA

11.00am REMNET HOT TOPICS SESSION

Facilitated by dsd Consulting

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.

12.30pm LUNCH

1.15pm ANNUAL GENERAL MEETING

Chris O'Brien, Chairperson, RemNet

1.45pm RESOURCING FOR THE REBUILD OF CHRISTCHURCH

CASE STUDY GUEST SPEAKER: Chris Meade  
 Executive General Manager Human Resources, Downer

Chris will address the challenges and lessons learnt from operating a business in the Canterbury region post-earthquakes and Downer's part in the Christchurch rebuild. She will also address the social issues identified and what Downer has had to do differently to attract, engage and retain key staff in the current environment.

2.30pm AFTERNOON TEA

2.45pm THE Z ENERGY JOURNEY – BECOMING A WORLD CLASS KIWI COMPANY

CASE STUDY GUEST SPEAKER: Huma Faruqi, Head of Capability & Organisation Development, Z Energy

Z Energy is an emerging NZ success story who has captured the NZ psyche since its commencement in 2010. A lot has happened in a year including the development of a unique culture and brand story. This presentation will cover the continuing journey of Z Energy. Huma will share with us the people-related initiatives that have been implemented to support the delivery of strategy.

3.30pm ONGOING IMPACT OF THE GLOBAL RECESSION

SPEAKER: Dr Ganesh Nana, Chief Economist, BERL

Dr Ganesh will continue to build on his previous galvanising presentations, sharing his insights into the ongoing impact of the Global recession on the New Zealand economy and opportunities for business. He will cut through the reality behind the media hype and talk about the positive and negative impacts of the Christchurch rebuild. Of course he will also touch on the real economic impact of the Rugby World Cup and what election year will mean to Government in the immediate future.

4.30pm CONFERENCE CLOSES

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## Post Conference WorldatWork Course

THURSDAY 17TH – SATURDAY 19TH NOVEMBER 2011

GR6: Improving Performance with Variable Pay  
 Hauraki Room, The Langham Hotel, Auckland

This intermediate-level course presents the fundamentals of variable pay. The course focuses on compensation strategy and variable pay, definitions and the design and implementation of incentive, recognition and bonus plans.

This course commences at the end of the Annual RemNet Conference. Please note the exam will be held on a Saturday.

Register online at [www.remnet.org.nz](http://www.remnet.org.nz) or call 09 630 0462

