

STEVE TIGHE - KEY NOTE SPEAKER

Steve Tighe is a leading advisor to business on the future, strategy and innovation. He is the former Foresight Manager at Foster's, has a Masters in Strategic Foresight from Swinburne University, and

has completed the Oxford Scenarios Programme at Oxford University. Steve is recognised for his thought-provoking observations on today's society, and his ability to express key insights about the future in an engaging and entertaining fashion.

MARK WELDON - KEY NOTE SPEAKER

Former NZX CEO, Mark Weldon has recently been rewarded with a Queens Service Order for answering the call from Prime Minister John Key to help get Christchurch back on its feet.

Mark Weldon is a distinguished scholar, Olympic swimmer and a successful businessman. He holds a Juris Doctor degree from Columbia University, New York, a diploma in International Law (Hons) also from Columbia, a MCom (Hons) in Economics, and Bachelor degrees in Commerce and Arts from The University of Auckland.

Mark worked as an attorney in New York, and then as senior adviser to CEOs at a number of Fortune 500 companies for McKinsey & Company.

During his time as CEO of NZX, Mark led it through its transformation into a mutual listed company, changed the exchange's overall approach, and brought home the role and relevance of capital markets to New Zealand's future to both the public and government.

TONY ALEXANDER

Tony Alexander graduated from Canterbury University in 1984 with a Master of Arts (Economics) degree with first class honours. After briefly working in Sydney then Westpac in Wellington, joined the

BNZ in 1993 and was appointed Chief Economist in 1994. He spends considerable time researching and writing about the New Zealand economy with special attention to the residential property market and the economic relationship with China. Tony speaks at numerous functions and events advising businesses on what the future is likely to hold.

MICHAEL CHAMBERLAIN

Actuary and Principal, MCA NZ LIMITED



Michael is an actuary and principal with 32 years superannuation and investment consulting experience. Michael is known for his pragmatic approach to employee benefits and his ability to explain complex issues in day-to-day language.

CALLUM DAVIS

Manager Reward, TELECOM



Callum Davis is Manager Reward for Telecom, New Zealand's largest listed company, and an organisation that has gone through significant change over the past year with the demerger of its network business. Callum has broad experience across all aspects of reward, having designed and executed reward strategy, remuneration

frameworks, incentive schemes and recognition programmes in a number of organisations.

Prior to joining Telecom, Callum worked in senior remuneration roles for a variety of private and public sector organisations in New Zealand.

ANNA CAMPBELL

General Manager People Support, THE WAREHOUSE



Anna Campbell joined The Warehouse Group in 2004 and spent the first part of her career as the General Manager Human Resources - Warehouse Stationery before being appointed as the General Manager People Support at The Warehouse in 2011. Anna is highly regarded for her strong leadership and pragmatic

approach to people management.

In addition, Anna has held senior Human Resources roles in both Zespri International Limited and Pacific Travel Group and was awarded the HRINZ Young Practitioner of the year with distinction award in 2007.

ROHAN CONNORS

Partner, ERNST & YOUNG AUSTRALIA



Rohan has been a Partner with Ernst & Young for approximately four years, prior to which he worked with blue chip industry and professional service organisations primarily in Oceania and Europe.

Rohan works with organisations to improve business performance through people. With twenty years

experience, a key feature of Rohan's approach is his ability to operate in complex, global contexts. He has worked with listed, private, government and non-government organisations in five countries across four continents and has delivered engagements encompassing more than 30 countries.

JUDE HOOSON

Managing Director, THE PROVIDENCE REPORT



Jude is Managing Director of The Providence Report, a business consultancy operating at the cutting edge of strategic insight, facilitation and commercial translation and Director of Mandala Creative Business. Her previous experience includes The Campaign Palace Advertising Agency in New Zealand and Volvo

Car Corporation in London and Brussels where she was European Communications Manager.

NEIL KENCH

ANZ Lean Six Sigma Coach, 3M



Neil Kench joined 3M New Zealand in 2003 and has enjoyed a variety of roles with the organisation including HR Manager and Six Sigma Black Belt. His current role is ANZ Lean Six Sigma Coach with 3M, coaching the business for success.

Originally an Engineer Neil is able to bring a unique perspective to process management and the role of HR and Reward and how Six Sigma principles can be applied in your business for success.

BRUCE SHEPPARD

Partner, GILLIGAN SHEPPARD



From an early age, Bruce has focused on doing, in a business sense, having established and run a successful mid-sized accounting firm, invested in and taken governance roles in a number of operating businesses. In this environment, he has employed and partnered (as a director or chair) a number of CEOs and operationally observed various iterations of reward programmes and the response and consequences of many alternatives.

As a founder of the New Zealand Shareholders Association, Bruce has the opportunity to observe corporate board conduct and can make comparisons between what the 'top end' of town does with reward, compared to the private sector. Bruce has written extensively on 'governance' and 'remuneration' and has garnered an understanding of the regulatory framework and the various participants in it.

WHERE**HOW****WHO****Registration**

Register for the conference online at:
www.remnet.org.nz
Or phone 09 630 0462
Please register by 15 October, 2012

Venue

Princes Ballroom C
Pullman Auckland
Cnr Waterloo Quadrant & Princes St
Auckland 1010
Phone: 09 353 1000
www.pullmanauckland.co.nz

Conference Delegate Rates

(includes Gala Evening)

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

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.

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 Pullman Auckland.

Room Rate: \$235.00 incl GST (room and breakfast)

To take advantage of this special rate, please advise the Pullman that you are part of the RemNet Conference at the time of booking.

Conference Facilitators

DSD CONSULTING LTD

dsd Consulting Ltd are highly regarded as leading remuneration and reward 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

30 + 31.10.12

 **RemNet**
Leading • Connecting • Learning

REMNET ANNUAL
CONFERENCE

DARE TO BE DIFFERENT

GREAT CHANGE IS COMING!

The 'new' and emerging global economy, subsequent legislation in executive reward and the advancement of technology have spear headed change in reward practices faster than any time in the last decade.

The 2012 Remnet Conference challenges traditional ways of thinking and brings to you the emerging global trends in reward management and success stories from leaders in their field.



DAY 1

Tuesday 30 October 2012

8:30am – REGISTRATION

9:00am – CONFERENCE OPENS
Drew Williams, Chairperson RemNet

9:15am – 'WHY WORK? Material Rewards in a Creative Culture'
Key Note Speaker: Steve Tighe, Futurist
Exploring the changing attitudes towards 'work', competition and remuneration as Western societies move from a material-oriented economy (making and selling physical products) to a creative and service-orientated economy, Steve will challenge your thinking and 'smash' your current paradigms.

10:15am – MORNING TEA

10:45am – 'NZ IN ITS BEST POSITION SINCE THE KOREAN WAR'
Guest Speaker: Tony Alexander, BNZ Chief Economist
Why you may ask since the Korean war? Tony will reflect on consumer confidence and NZ Inc. on the world stage. Challenging historic practices, Tony helps us understand what we need to be prepared for, do differently and act on, in order to stay relevant in the future.

11:45am – 'TELECOM: Unleashed From the Grip of Regulation'
Case Study Guest Speaker: Callum Davis, Manager Reward, Telecom
Telecom has had change thrust upon it over the past year as a result of the demerger of its networks business, Chorus. Callum will talk about the journey, the opportunities arising from being unleashed from the grip of regulation and driving a performance culture with greater employee alignment through incentives.

12:30pm – LUNCH

1:30pm – 'THE WAREHOUSE STORY: New Paradigms for Successful Change'
Case Study Guest Speaker: Anna Campbell, General Manager People Support, The Warehouse
Anna will provide fresh ideas into how The Warehouse is repositioning itself for success in the future following the results of the recession, declining revenues and an executive restructure. The Warehouse personifies the theme 'Dare to be Different' based on the challenges ahead.

2:30pm – 'CHALLENGES OF EXECUTIVE REMUNERATION POST GFC'
Guest Speaker: Rohan Connors, Partner, Performance & Reward, Ernst & Young Sydney
Rohan will present current reward approaches in Oceania and Asia's high growth economies, challenge the current models, and discuss regional and global trends in executive remuneration and reward.

3:30pm – AFTERNOON TEA

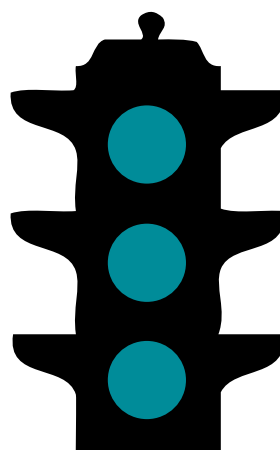
4:00pm – 'DYNAMIC TIMES: Opportunities in Change'
Key Note Speaker: Mark Weldon, CEO
If an HR professional cannot answer the question – What do you do? from their CEO in a clear and convincing manner, they're not adding value or making the kind of difference needed in the business. CEO's and business leaders are looking to their team of professionals to help them deliver strategic objectives in some of the most challenging times in history. Mark explores what you need to do to compete and succeed during these dynamic and opportune times.

5:00pm – CLOSE OF DAY ONE

5:15pm – NETWORKING FUNCTION
The fun begins – join us for networking, drinks, canapés and entertainment from jazz guitarist Dixon Nacey, before our Gala Evening.

6:45pm – GALA EVENING
Dinner, dancing and entertainment with The Mermaids Dance Band. The Z Energy grand prize will be drawn during the evening.

11:00pm – FINISH



DAY 2

Wednesday 31 October 2012

7:30am – SPECIAL INTEREST GROUP BREAKFAST
Hosted by: Michael Jones, Performance and Reward, Air New Zealand
'HR Information Systems and Metrics Reporting – Tips from the Trenches'
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. Registration is required and member and non-member conference delegates are welcome to attend this session: \$35 + GST. Light breakfast included.

8:50am – CONFERENCE REOPENS

9:00am – 'POSITIONING TODAY FOR THE CHANGES THAT WILL OCCUR TOMORROW'
Guest Speaker: Michael Chamberlain, Actuary & Principal, MCA NZ LTD
Just what will the superannuation/KiwiSaver landscape look like in 10 years and how will the evolution occur? What does this mean to organisations – should you lead or will you follow? Michael shares his practical views on the future implications for packaging KiwiSaver and managing the conundrum of retirement savings in the workplace today.

10:00am – PANEL DISCUSSION: 'Remuneration & Reward Strategy in Trying Times'
The panel will discuss their response to the GFC and how they have re-examined their reward strategies in order to ensure the business can compete in the new landscape. They will also talk about how communication strategies are changing in light of the social media explosion and what this means to how they communicate with employees in the future.

PANEL: Drew Williams, Siobhan Spiro, Emma Le Grice, Ryan Ghisi

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
Drew Williams, Chairperson, RemNet

1:45pm – THE NEW CONVERSATION: 'How to Engage with the New Zealanders'
Guest Speaker: Jude Hooson, Managing Director, The Providence Report
Jude will present a thought-provoking view on diversity from the research The Providence Report have undertaken on the changing face of New Zealand's population, and NZX and ASX rulings for listed companies on the hot topic of gender diversity.

2:30pm – AFTERNOON TEA

2:45pm – 'SIX SIGMA FOR THE HR PROFESSION'
Case Study Guest Speaker: Neil Kench, ANZ Lean Six Sigma Coach, 3M
Seeking to improve a measure of quality from process outputs, Neil provides examples of Six Sigma's tried, tested, completed and failed opportunities, highlighting the do's and don'ts for the HR professional.

3:30pm – 'AN ART NOT A SCIENCE'
Closing Speaker: Bruce Sheppard, Gilligan Sheppard
Mathematical thinking applied to a process which at its heart is human. Bruce's presentation will be wide-ranging and will seek to provide some context in a macro sense as to why the debate concerning how and how much we pay people is likely to be one of the critical important debates over this next decade, the outcome of which will define our society, culture and values. Hypothesising on how we got to where we are and how the issue should be confronted will likely engage, challenge and stretch you.

4:30pm – CONFERENCE CLOSES

Breakfast*

*Special Interest Group Breakfast with Michael Jones!

You are invited to attend this fascinating event hosted by

MICHAEL JONES

TOPIC:
'HR Information Systems & Metrics Reporting – Tips from the Trenches'

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Light breakfast included.

Host:
MICHAEL JONES
Performance & Reward, Air New Zealand

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Mermaids + grand prize*



They're fab and they're back!

THE MERMAIDS & A GRAND PRIZE GIVEAWAY!
Our Gala Evening marks the end of our first day of conference. Commencing at 6:45pm with an exquisite buffet dinner, the evening's entertainment will conclude with the announcement of our grand prize draw from Z Energy.

The Mermaids Dance Band brings a high energy act to keep you entertained throughout the evening. This is an occasion not to be missed.

*Wonderful grand prize sponsored courtesy of Z Energy

Prize to be revealed Tuesday 30th October. You must attend the Gala Evening and draw to be in to win!

