

GETTING REAL WITH

★ *Reward* ★

DRIVING SUSTAINED
PERFORMANCE & ENGAGEMENT

REMNET ANNUAL CONFERENCE
19TH & 20TH NOVEMBER 2013



RemNet

Leading • Connecting • Learning

THE CONCEPT OF REWARD
HAS NEVER BEEN BROADER.



WHAT MOTIVATES & DRIVES

PERFORMANCE
★ AND TRUE ★
ENGAGEMENT



IS COMPLEX &
MULTI-
FACETED.

THIS YEAR, REMNET SEEKS TO UNRAVEL THE



MYSTERIES &
COMPLEXITIES

OF USING
STRATEGIC
REWARDS

TO **DRIVE** SUSTAINED
PERFORMANCE & LIFT
BUSINESS RESULTS.



WILL CHALLENGE
THE ORDINARY

WHILST INTRODUCING:

NEW *Remuneration*
& **EXCITING CONCEPTS**

THAT WILL **EQUIP** HR
PROFESSIONALS FOR
THE CHALLENGE. ★

DAY 1

Tuesday 19th November 2013

8:30am REGISTRATION

9:00am CONFERENCE OPENS
Drew Williams, Chairperson RemNet

9:15am BEYOND REMUNERATION:
How the 5C's Currencies of Choice can supplement the employee's pay packet for greater engagement and retention

KEYNOTE SPEAKER: Kim Seeling Smith, Ignite Global

We know that remuneration is a key component of employee engagement and retention - but it's not the only component. Evidence overwhelmingly shows that once an employee feels they are being paid fairly, they look to 'Currencies of Choice' for greater job satisfaction and productivity.

Kim will discuss the concept of Currencies of Choice and give you tools to help unlock staff members' true motivators and drivers for greater employee engagement. Backed up by statistics, case studies and personal experience Kim promises a thought provoking, entertaining and thoroughly useful session.

10:15am MORNING TEA

10:45am USING SEGMENTATION TO TARGET INCENTIVES AND DRIVE SUSTAINABLE ENGAGEMENT

GUEST SPEAKER: Adam Hall, Director, Towers Watson and Leader Employee Surveys & Insights Australia

In the current environment of uncertain growth, companies are carefully managing base salary increase budgets and seeking to ensure they are making the best use of performance based rewards, including incentives. However, companies often struggle to show a link between incentive programmes and employee engagement, or demonstrable relationships to business performance. In order to better achieve this, recent research suggests that companies need to rethink their concept of engagement and gain greater insights into how incentives drive this among different employee groups.

In this session, we will introduce the concept of sustainable engagement - an evolution

incorporating traditional engagement, enablement and energy, and segmentation which involves differentiating employees based on how variable performance delivers value to the business.

11:45am COCA-COLA AMATIL: DIFFERENTIATING THE KEY TALENT:
A holistic and aggressive remuneration strategy

CASE STUDY GUEST SPEAKER:
Jason Blackmore, National HR Manager - Reward and Insights, Coca-Cola Amatil

Jason will present this insightful session into how Coca-Cola Amatil planned and executed their key talent strategy, including:

- Aligning with the business goals: the status quo and the need for change
- Differentiating reward offerings: incentivising based on bottom line impact
- Linking reward strategy with talent strategy: rewarding top performers and challenging the hierarchy
- The roll out so far: lessons learned along the journey
- Where to from now?

12:30pm LUNCH

1:30pm DRIVING SUSTAINABLE CHANGE THROUGH ALIGNMENT OF ORGANISATIONAL CHOICES

GUEST SPEAKER: Ken Brophy, Managing Partner, Grafton Consulting

Strategy is most often about the future; unfortunately, operating models and organisation capabilities are most often aligned to the past. Many organisations seek transformation but often under-deliver because of these large capability gaps. Leaders must understand how capabilities, organisation choices, and trade-offs impact the ability to transform their business, from aligning their strategy down to the type of reward mechanisms to support cultural change. This session will focus on how to drive organisational alignment to deliver effective change / transformation using every tool at our disposal.

2:30pm AIR NEW ZEALAND REVITALISED: Rollout of Performance Management System

CASE STUDY GUEST SPEAKER: Lorraine Murphy, Chief People Officer, Air New Zealand

Over the past few months, Air New Zealand rolled out a new Performance Management Cycle Framework. Lorraine will give an overview of the key features of the changes implemented, along with the key learnings from this rollout.

3:30pm AFTERNOON TEA

4:00pm LEVERAGING REWARD INVESTMENTS TO IMPROVE PRODUCTIVITY AND ENGAGEMENT

GUEST SPEAKER: Garry Adams, Partner, Mercer

Drawing on Mercer's research and client experience, this session will focus on making more effective investments in reward programs that improve the alignment between reward, employee preferences and productivity of the workforce. The session will cover increased use of performance-based rewards linked to productivity and profitability, better use of medium and long term incentives to drive longer term value creation, segmenting total rewards programs to meet the different lifecycle needs of employees, and better use of technology and analytics to monitor trends and forecast impacts on business and the workforce.

5:00pm CLOSE OF DAY ONE

5:15pm LATIN FIESTA*

Come along and enjoy an early evening of lively Latin entertainment and social networking. Chico and Edwin - a Colombian and Chilean duo will delight you with sublime acoustics accompanied by singing whilst we ply you with tempting morsels and Latin themed cocktails.

7:30pm FINISH

Bonuses

DAY 2

Wednesday 20th November 2013

7:30am SPECIAL INTEREST GROUP BREAKFAST WITH TRIS ALCANITES



HR Information Systems & Metric Reporting - "Maximising your People Portal Potential"

Tris Alcanites, Senior HR Analyst, will provide insight into BNZ's recently launched Manager self-service HR Information suite, including the challenges of reporting historical information and determining relevant metrics to support strategy formulation. 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 WHAT IS DIVERSITY?

GUEST SPEAKER: Debbie Teale, Diversity and Communications Consultant and Diversity Manager, BNZ

In 2013, the inaugural United Nations Women's Empowerment Principles "Benchmarking for Change" Award was presented to BNZ, Chief Executive Andrew Thorburn. The award recognises BNZ's comprehensive approach towards increasing women's representation at middle and senior leadership and management. BNZ has had its gender equality strategy in place for three years. Debbie will share with you the journey BNZ took to establish and implement its strategy and some of its lessons on its path to acknowledgement. She will speak on the economic case for diversity, why it makes good business sense and how diversity + inclusion = engagement but how diversity + inclusion + flexibility = engagement and an uplift in productivity. Don't miss this compelling session.

10:00am KEY STRATEGIES FOR RETAINING YOUR TALENT

CASE STUDY GUEST SPEAKER: Mark Kidd, Director, Matrixone

Retaining talent – what works, what doesn't? Where do you start and where do you finish? What's the minimum you should be aiming to do and what is leading edge? Why is remuneration only part of the talent retention equation? Hear from Mark about what you may need to consider in dealing with the "fast approaching second wave in the war for talent". Be prepared for a contemporary, thought provoking session.

10:45am MORNING TEA

11:00am REMNET HOT TOPICS SESSION

FACILITATED BY: dsd Consulting

This ever popular 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 'THE BRAIN-BASED BOSS': Proven principles for workplace leaders to attract, retain and motivate talent

KEYNOTE SPEAKER: Terry Williams

Terry isn't just a leadership speaker and trainer, he understands the real people issues that face real leaders in the real world. Terry is all about engaging people and helping you engage yours, taking best-practice research on driving change

and improving results and turning it into simple, effective and practical actions. Terry's engaging and high energy style will leave you wanting more and it is our pleasure to be able to provide you with your personally signed copy of Terry's book "The Brain-Based Boss" after this session.

3:00pm AFTERNOON TEA

3:30pm NZ & SPED UP CHANGE

CLOSING SPEAKER: Shamubeel Eaqub, Principal Economist, NZIER

Shamubeel's presentation will be in two acts. Act 1: An update of the NZ economic situation, covering the recent recession and the outlook. Act 2: Structural forces facing NZ. Our economy, business and people are always changing, but technology and ageing are speeding up the rate of change. What does it mean for businesses? Shamubeel is guaranteed to leave you with some thought provoking take-aways.

4:30pm CONFERENCE CLOSES



KIM SEELING SMITH KEYNOTE SPEAKER



There aren't many people who can ignite a room like Kim Seeling Smith.

Australia's leading expert on HR in the Social Age, plus co-author of 101 Great Ways to Enhance Your Career, Kim offers concrete solutions for attracting, engaging and retaining staff in today's ever-evolving, digitally connected world. Kim presents a suite of innovative tools that attendees can implement immediately.

TERRY WILLIAMS KEYNOTE SPEAKER



From being a senior manager in a high-pressure and politically-charged operation with

dozens of staff and million-dollar-plus budgets, to running his own comedy production and training companies, Terry isn't just a leadership speaker and trainer, he understands the real people issues that face real leaders in the real world.

Terry is the author of 'The Brain-Based Boss' and is also columnist in Employment Today and contributor to the careers section of the NZ Herald.

GARRY ADAMS Partner, MERCER



Garry has held business leadership roles with Mercer in Australia / NZ and Europe. He has also held

roles as Asia-Pacific HR Director and Global Compensation Director for US MNC, and as Region President Northern Europe for DBM, Inc.

Garry's consulting work focuses on aligning organisation design, human capital and reward strategies and structures with the business strategy, and then reinforcing performance through incentive reward plans.

JASON BLACKMORE National HR Manager - Reward and Insights, COCA-COLA AMATIL



Jason started with CCANZ in 2009 after a career in agency recruitment. After working his way up to

the National Recruitment Manager position, he "accidentally" put his hand up to run the annual salary review in 2011. The rest as they say is history, he shortly took over the Rem and Ben portfolio and has found himself immersed in Remuneration ever since. Jason now looks after a portfolio that encompasses Remuneration and Benefits as well as HR Metrics, Workforce Analytics and Group HR Reporting.

KEN BROPHY Managing Partner, GRAFTON CONSULTING



Ken knows people, businesses, and how best to design an organisation that performs

well. He's spent 15 years helping redesign organisations both nationally and internationally within a range of industries.

As Managing Partner of Grafton, Ken also heads up the HR Consulting and Organisational Design Practice. He's a master at partnering with organisations to deliver results that achieve the optimum outcome.

SHAMUBEEL EAQUB Principal Economist, NZIER



Shamubeel Eaqub (pronounced Yakub) has previously worked as an Economist

in Wellington, Melbourne and Auckland. He is a widely respected as a controversial economic researcher and commentator.

Shamubeel lives in Wellington with his wife. He grew up in Canterbury and holds a BCOM with Honours in Economics from Lincoln University.

ADAM HALL, PhD Director, Towers Watson and Leader Employee Surveys & Insights Australia



Adam has more than 10 years consulting experience and leads the Australian Employee

Surveys & Insights practice. He leads engagement and strategy-culture alignment work with large Australian and global organisations.

Adam has a strong focus on intellectual capital development and has been central to the development of new employee insight approaches including sustainable engagement and wellbeing measurement.

MARK KIDD Director, MATRIXONE



Mark is an expert in the talent management field with over 15 years' experience

working with a wide range of public and private sector organisations. Their award winning talent management and retention products have been used globally

to assist organisations with the identification, development and retention of key talent. Mark is actively sought by organisations to assist with their talent management methodologies and strategies for the retention of organisational talent.

LORRAINE MURPHY Chief People Officer, AIR NEW ZEALAND



Lorraine started with Air New Zealand in March this year and has already launched a number of key

initiatives, including the rollout of the new Performance Management Cycle.

Prior to this, Lorraine was Vice President Human Resources – International for Campbell Soup Company, and has held senior human resource leadership roles with Lion Nathan Australia, the Australian Gas Light Company (AGL) and ICI.

Lorraine has a Bachelor of Education degree from La Trobe University, and an MBA from Monash University, Melbourne.

DEBBIE TEALE Diversity Manager, BNZ and Independent Diversity and Communications Consultant



In 2010, Debbie researched and developed BNZ's diversity strategy.

She is a member of a working group for Global Women's Diverse NZ Inc initiative and sits on an advisory group to the Ministry of Women's Affairs. In the past, she served on the race relations advisory group for the development of the first New Zealand Action Plan for Human Rights.

Debbie works with BNZ three days a week and runs her diversity and communications consultancy.

REMNET ANNUAL CONFERENCE

19TH & 20TH NOVEMBER 2013

★ REGISTRATION

Register for the conference online at:

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

PLEASE REGISTER BY 01 NOVEMBER 2013

★ CONFERENCE DELEGATE RATES

(includes Latin Fiesta)

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
Latin Fiesta – Additional Guests:	\$45.00 + GST
Special Interest Group Breakfast:	\$35.00 + GST

Conference Cancellation Policy: Cancellations must be received in writing (letter 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 colleague is welcome to attend as substitute.

★ 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).

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

Room Rate: \$310.00 + GST (room only)

To take advantage of this special rate, please advise the Hilton 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 are the appointed Executive Managers of RemNet and provide all operations support to the organisation.



SUSAN DOUGHTY



MELISSA RUSSEK