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# *Diversifying Rewards*

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REMNET ANNUAL CONFERENCE  
17TH & 18TH NOVEMBER 2015

Rewards



# *Diversifying Rewards*

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Diversification of the employee reward offering is the new black.

Securing and keeping key talent means that we need to understand what engages our employees more than ever, recognising differences across all segments of the organisation. Join us for two days where we bring together the experts on rewarding employees in these diverse times and hear what you can do differently to stand out in this crowded market.



# *Diversifying Rewards*

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## PROGRAMME

- DAY ONE
  - DAY TWO
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## SPEAKERS

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## REGISTER NOW

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DAY ONE

# Remuneration Diversifying

8:15am REGISTRATION

8:45am CONFERENCE OPENS

Doug Marsh, New Zealand Remuneration Network Chair

## 9:00am HOW TO MAKE CULTURAL DIVERSITY INTO A COMPETITIVE MARKET ADVANTAGE

### KEYNOTE SPEAKER

Mai Chen - Managing Partner, Chen Palmer and Chair, Superdiversity Centre for Law, Policy and Business

Super diversity is here and business cannot succeed without embracing it. Respected legal mind, business leader and Diversity champion, Mai Chen discusses New Zealand's demographic disruption and how to make cultural diversity into a competitive market advantage. She will also address the stunning results of the Centre's research into key super diversity trends and challenges within New Zealand. She asks, is your organisation truly ready? She will address why CQ matters, and how you recruit for it and develop it.

The vision for the Centre is to enable business, Government and NGOs to maximise the benefits of the 'diversity dividend' arising from New Zealand's transition to a super diverse society.

10:30am MORNING TEA

## 11:00am MOBILISING AN ARMY OF ADVOCATES CASE STUDY

Martin King, General Manager - Human Resources, Coca-Cola Amatil NZ

Martin will share how Coca-Cola Amatil's 'adaptive' business strategy is inspiring the safest and most engaged workforce in New Zealand. He will let you into a few secrets of how Coca-Cola are: Demystifying the complex; Connecting the dots for the workforce between strategy and action; Moving from guess-work to key analytics and insights; Leveraging innovation and adapting the people strategy for success.

## 11:45am CREATIVE THINKING applications in HR CASE STUDY

Mel Rowsell, Head of Leadership & Culture, Vend

Working in an innovative organisation has reawakened Mel's creativity which she uses every day to solve People & Culture issues. Learn some techniques that work for her, for you to start practicing in solving your workplace conundrums.

session  
**one**

12:30pm LUNCH

1:15pm ROUND TABLE SESSION 1

### SESSION A:

#### Effective Communication Of Rewards

FACILITATOR

Emma Le Grice, Reward Consulting Manager, Aon Hewitt

Effective communication of rewards is imperative to positively impact employee perception of pay rewards programmes. How do you communicate rewards in your organisation? Do you do it effectively? Emma will facilitate a discussion on:

- Current practices in effective communication of diverse rewards to maximise value
- Channels of communication
- Innovative practices, including the creative use of technology
- Transparency of remuneration communications.

Is full transparency the answer?

OR

### SESSION B:

#### The Changing Landscape Of Workplace Superannuation

FACILITATOR

David Wallace, Head of Contemporary Wealth Management, AMP Financial Services

David will enlighten us on what the superannuation landscape looks like today and how it is likely to change with the introduction of the Financial Markets Conduct Act. He will highlight the key drivers for employers and the options available to them.

DAY ONE

# Remuneration Diversifying

session  
*two*

2:00pm ROUND TABLE SESSION 2

**SESSION A:**

**Customising Rewards**

FACILITATOR

Jarrold Moyle, Director, Executive Reward Services,  
PwC New Zealand

Everyone is different, and values different things, so it makes sense to customise incentives, reward and recognition. Jarrold will facilitate discussion on the practicality of customising rewards. Can you really give everyone what they want or do you have a one size fits all system?

OR

**SESSION B:**

**Payroll Risk Review**

FACILITATOR

Denise Paterson and Blair Tomblin, Human Capital, EY

Payroll is a key function of any organisation. This roundtable session will discuss common payroll risks and opportunities which EY sees its clients face, including in relation to annual leave entitlements, equity remuneration (under employee share plans), other non-cash benefits and whether they are subject to fringe benefit tax.

2:45pm AFTERNOON TEA

3:15pm RETENTION AND MOTIVATION  
Post The Canterbury Earthquakes

**CASE STUDY**

Cathryn Boyd, Senior HR Business Partner, IAG

In a business built around making customers' worlds safer and helping customers recover from loss, the Canterbury earthquakes have provided some of the biggest IAG Group challenges to date, both for their customers and people.

The newly launched IAG spirit is Closer, Braver, Faster and this presentation will highlight how their approx 500 people supporting earthquake claims have demonstrated the spirit to date, along with what they've got right as an organisation, their focus on retention, motivation and performance and the lessons they've learned combined with an insight into how they've operated a large scale project team for the last 5 years and bent the rules along the way.

4:00pm WHAT ARE BOARDS REALLY THINKING?

**GUEST SPEAKER:**

Vanessa Stoddart, Independent Director

Vanessa is one of New Zealand leading Directors with Board Directorships on the NZ Refinery, Paymark, The Warehouse Group, Alliance Group, and is also a member of the Tertiary Education Commission.

Vanessa will bring her unique insights into the inner workings of the Board Remuneration Committee and will share her experience regarding: What keeps the RemCo awake at night; The issue of risk and how it impacts RemCo decision making; What the Board needs from you; How you can be effective in your role.

5:00pm CLOSE OF DAY ONE

5:15pm EVENING NETWORKING  
Drinks & Canapes

Relax and enjoy an evening of social networking, refreshments and entertainment.

7:00pm EVENING FINISH

DAY TWO

# Remuneration Diversifying

7:30am ADDING BUSINESS VALUE VIA HR  
BUSINESS CASES AND ANALYTICS

SPECIAL INTEREST GROUP BREAKFAST  
FACILITATED BY  
Martin Price, Group Manager Human Resources  
Services, Genesis Energy

Martin will facilitate a discussion on the opportunities to add business value with HR business cases, HR return-on-investment, metrics and reporting, providing insight and learnings from his experience at Genesis Energy.

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

8:40am CONFERENCE REOPENS

8:45am LEADING TIMES IN CHANGING TIMES  
Recruiting, Retaining & Motivating  
Diverse Generations

GUEST SPEAKER  
Mark McCrindle, Social Researcher, Trends Analyst  
& Demographer, Mccrindle Research

In a world of flat structures and consultative practices, coaching and mentoring has replaced commanding and controlling.

This session delivers the latest findings on how to effectively motivate and lead teams in these 21st Century times. It provides an overview of the best HR practices for today: from attraction and engagement strategies to management practices that connect with an intergenerational workforce.

10:00am DRIVING PERFORMANCE  
Through Short-Term &  
Long-Term Incentives  
REMNET COMMITTEE MEMBER PANEL DISCUSSION  
Douglas Reid, HR Manager Remuneration,  
Air New Zealand  
Debra Marshall, Rewards Manager, Fonterra  
Engelbert Dsouza, Senior Reward Consultant  
NZ & Asia, IAG

10:45am MORNING TEA

11:15am NEW ZEALAND REMUNERATION  
NETWORK ANNUAL GENERAL MEETING  
Doug Marsh, New Zealand Remuneration Network Chair

11:45am REMNET HOT TOPICS SESSION  
FACILITATED BY  
Melissa Russek, Executive Manager

12:45pm LUNCH

DAY TWO

# Remuneration Diversifying

## 1:30pm SIMPLIFYING REMUNERATION In a Complex Environment

### CASE STUDY

Doug Marsh, Head of People Support - Shared Services,  
The Warehouse Group

Rapid expansion of The Warehouse Group saw the acquisition of 13 different businesses within 18 months. The People Support team was charged with translating the Group's way of working across all of these businesses while retaining the ethos of being a brand led Group. One of the main challenges was in the Remuneration and Performance space where multiple models hindered movement of team members between brands.

Doug will discuss how a Group framework was developed and implemented and how his team has made the complex appear simple for key stakeholders.

## 2:15pm THE POT AT THE END OF THE RAINBOW

### CASE STUDY

Diane Edwards, General Manager People, Systems  
and Technology, Ports of Auckland

Four years ago, Ports of Auckland was failing to meet cost of capital, had a toxic culture, sour union relations and the lowest productivity in Australasia. This year it achieved record profits and has just been recognised as having the highest productivity in the entire AsiaPacific region and internationally is held up as one of the most flexible and engaged workforces in the industry. This remarkable turnaround cannot be contributed to a single factor. But key to the success was strong vision based on listening to customers and targeting productivity through diversity, culture transition and innovation. Diane will share highlights (and some lowlights) of the Ports' remarkable journey and reveal if they found their pot of gold.

## 3:00pm AFTERNOON TEA

## 3:30pm THE VOYAGE OF DISCOVERY: The Global Economy After the Great Recession

### GUEST ECONOMIST

Bevan Graham, Chief Economist, AMP New Zealand

Bevan Graham will provide his views on the state of the global economy seven years on from the start of the Great Recession. He will provide his thoughts on some of the structural barriers to improved economic performance around the world and will pay particular attention to labour markets. Bevan will also focus on some of the unique challenges facing the New Zealand economy.

## 4:30pm CLOSING COMMENTS BY CHAIRPERSON

## 4:45pm CONFERENCE CLOSES

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**MAI CHEN**  
KEYNOTE SPEAKER

**MANAGING PARTNER  
AT CHEN PALMER**



Mai Chen is one of NZ's top constitutional and administrative law experts, specialising in central and local Government policy and legislation, especially as it applies to business, and litigating major public law cases. She is a founding Partner of multiple award winning law firm, Chen Palmer, and an Adjunct Professor at the University of Auckland School of Law. Mai has a First Class Law Honours degree from Otago University, a Masters degree from Harvard Law School and is a Fellow of the New Zealand Institution of Management and an Honorary Associate of AUT.

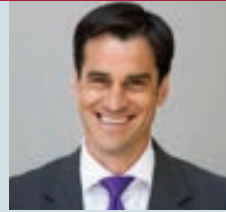
Outside of the Legal profession, Mai is active in a number of spheres. Mai is a Director on the BNZ Board, the inaugural Chair of NZ Global Women, the inaugural Chair of NZ Asian Leaders, a best-selling author and was a top 10 finalist in the 2014 New Zealand of the Year awards.

Mai chairs the Superdiversity Centre for Law, Policy & Business; a multidisciplinary centre specialising in analysing the law, policy and business implication of New Zealand Super Diversity. Mai has completed the "Superdiversity Stocktake: Implications for Business, Government and New Zealand" forthcoming on 3 November 2015. Chen Palmer and the Superdiversity Centre have also recently entered into a joint venture with NZ Media and Enterprise to form Cultural Bridge to advise government and companies on how to communicate with diverse New Zealanders.

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**MARK McCRINDLE**  
GUEST SPEAKER

**SOCIAL RESEARCHER**  
Trends Analyst & Demographer  
McCrindle Research



Mark is an award-winning social researcher, best-selling author, TedX speaker and influential thought leader, and is regularly commissioned to deliver strategy and advice to the boards and executive committees of some of Australia's leading organisations.

Mark's understanding of the key social trends as well as his engaging communication style places him in high demand in the press, on radio and on television shows.

His research firm counts amongst its clients more than 100 of Australia's largest companies and his highly valued reports and infographics have developed his regard as a data scientist, demographer, futurist and social commentator.

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**VANESSA STODDART**  
GUEST SPEAKER

**PRINCIPAL**  
The Boardroom Practice  
Limited

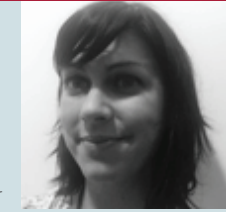


Vanessa is currently an Independent Director for NZ Refinery, Paymark, The Warehouse Group, Alliance Group, and a member of the Tertiary Education Commission. She was previously Group General Manager of Technical Operations and People at Air New Zealand for almost ten years and a key driver of the cultural transformation at the airline. A lawyer by profession, Vanessa joined Air New Zealand from Carter Holt Harvey Packaging Australia, where she was the Chief Executive.

Vanessa is a member of both the Australian and New Zealand Institute of Directors; an honorary fellow of HRINZ and a Companion of IPENZ. She was a member of the Better Public Services Advisory Board, and is currently a member of the Global Women Board, Kings College Board, MBIE Audit and Risk Committee, DOC Audit and Risk Committee and Business New Zealand's representative to Territorial Forces Employer Support Council.

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**CATHRYN BOYD**  
SENIOR HR BUSINESS  
PARTNER  
IAG



Cathryn Boyd is currently a Senior HR Business Partner at IAG NZ supporting both the CRO and EGM Canterbury Recovery. She thrives on chaos, enjoys creating and impacting business strategies and has worked across a number of industries (including media, Telco and FMCG) in talent, recruitment and HR roles - in consulting environments and in house HR models. Now in Auckland with previous stints in Wellington and the UK she spent a number of years with the BBC in London chasing celebrities and musicians before returning to NZ and working for Futurestep NZ (part of Korn Ferry group) and with some of NZ's largest companies. She now spends her time chasing her children and husband and enjoying life out west in Auckland with a second life spent in Christchurch supporting the final 12 months of the earthquake recovery programme of work for IAG.

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**DIANE EDWARDS**  
GENERAL MANAGER PEOPLE,  
SYSTEMS AND TECHNOLOGY  
Ports of Auckland



Diane has had an eclectic and diverse career spanning teaching, operational management, accounting, process reengineering, IT, training, human resources and change management. She ran her own consulting company for 14 years working across sectors in the UK, USA, Australia, India and Tanzania.

Diane has led the organisational redesign and transformation processes that are changing the culture and practices on the waterfront and across the wider Maritime sector.

Diane holds several postgraduate qualifications and is a Fellow of FINSIA, HRINZ and NZATD (current National President). She was awarded the HRINZ HR Specialist of the Year 2010 and HR Generalist of the Year 2015.

Speakers

[BACK TO MENU](#)



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**BEVAN GRAHAM**  
**CHIEF ECONOMIST**  
AMP New Zealand



Bevan has held a number of senior economist positions across both the private and public sectors. He began his career in financial markets at the ANZ Bank before a move to Westpac where he was Chief Economist from 1994 to 2000. In 2000 he became Chief Economic Advisor to the Leader of the Opposition, a position he held until the end of 2002. Following a period back in financial markets as Head of Client Relations at Alliance Capital Management, Bevan became Chief Executive at the Economic Development Association of New Zealand (EDANZ), a position he held until his move to AXA Global Investors.

Bevan has a Bachelor of Social Sciences (B.Soc.Sci) degree from Waikato University, majoring in Economics.

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**EMMA LE GRICE**  
**REWARD CONSULTING  
MANAGER**  
Aon Hewitt



Emma leads the Aon Hewitt New Zealand Reward Consulting Business. She has over 15 years' experience in performance and reward, remuneration, HR systems and generalist human resources in NZ, Australia and the UK. Working in diverse organisations ranging from both medium-sized local to large multinational organisations, and a variety of industries, including; information technology, property, professional services, hospitality and aviation

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**MARTIN KING**  
**GENERAL MANAGER**  
Human Resources, Coca-Cola  
Amatil NZ



As a member of the NZ Executive team, Martin leads and inspires the HR team to make Coca-Cola Amatil NZ (CCANZ) one of the highest engaged workforces and most attractive employers in NZ. Martin is passionate about making CCANZ a diverse and inclusive workplace that employees thrive in no matter what their makeup and where people are free from bullying, harassment and discrimination

Backed by some 18 plus years' HR experience, Martin is a passionate, innovative and commercial HR leader setting the pace for other businesses to follow.

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**DOUG MARSH**  
**HEAD OF PEOPLE SUPPORT  
SHARED SERVICES**  
The Warehouse Group



Doug is an experienced HR Specialist who leads the Group's Remuneration, Payroll and WorkSafe teams. He has been involved in or led the shaping of Remuneration & Performance strategies to support their rapidly evolving business which now consists of four major companies, several subsidiaries and employs 12,000 people in New Zealand.

He has previously held HR positions with GlaxoSmithKline in NZ and Australia as well as being a Payroll/HR Software consultant.

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**JARROD MOYLE**  
**DIRECTOR, EXECUTIVE  
REWARD SERVICES**  
PwC New Zealand



Jarrold joined the PwC Executive Reward team in December 2014. He has over 12 years' experience as a remuneration consultant, most recently as a shareholder and the Manager Executive Reward at Strategic Pay. In 2009, Jarrold established Moyle Consulting in a management buyout of Sheffield Limited's remuneration consulting division. The success of Moyle Consulting was recognised when Strategic Pay purchased Moyle Consulting in 2012.

Jarrold's consulting experience has focussed on executive and director remuneration benchmarking for both large corporates and privately owned companies. In addition, Jarrold has led the design and review of short term incentive schemes, the establishment of new market surveys, and the development of online remuneration resources.

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**DENISE PATERSON**  
**EXECUTIVE DIRECTOR**  
Tax - Human Capital, EY



Denise is currently working in EY's Human Capital practice. She has worked for EY since 1995 in both the UK and New Zealand, and has a wide range of experience across corporate tax, transactional tax and more recently in the employment tax, and global mobility space.

Speakers

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**MARTIN PRICE**  
**GROUP MANAGER HUMAN  
RESOURCES SERVICES**

Genesis

Martin Price is Group Manager Human Resources Services for Genesis Energy with responsibilities including HR analytics, measurement and reporting.

Prior to this, Martin's had 11 years as a self-employed Human Resources Consultant; 8 years with Telecom New Zealand in roles of Acting General Manager HR, Head of Remuneration & Reward and Head of Organisational Development, and 8 years working in Executive Recruitment.

His passion in Human Resources is all about helping answer the question "how does HR contribute to the financial health and success of the enterprise?"



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**BLAIR TOMBLIN**  
**MANAGER**

Tax - Human Capital, EY

Blair has over six years' New Zealand tax experience. Prior to joining EY, Blair worked in the international tax policy team at Inland Revenue. Blair works on all aspects of Human Capital work including global mobility, personal and employee tax matters, employment taxes and the taxation and design of employee share schemes, as well as due diligence transactions.



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**DAVID WALLACE**  
**HEAD OF CONTEMPORARY  
WEALTH MANAGEMENT**  
AMP Financial Services

David is responsible for the delivery and development of AMP's contemporary wealth management product range including KiwiSaver and the NZ Retirement Trust employer superannuation master trust. David has worked for AMP for 14 years including roles in fund valuation, administration, a member of AMP's KiwiSaver development team, managing AMP workplace relationships and product management.

David completed a MBA at Auckland University, is a board member for the Anglican Church Pension Board, vice chairman of Workplace Savings New Zealand and a member of the Financial Services Council Wealth Management Group.



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**MEL ROWSELL**  
**HEAD OF LEADERSHIP  
& CULTURE**

Vend

Mel Rowsell is the people person behind Vend's award winning culture. Under her leadership Vend won NZ's best small workplace and continues to lead the way in showcasing how culture is fundamental in building business success.

An experienced HR practitioner, Mel's underlying philosophy is that you hire grown ups, so you should treat them as such and leave them to get on with it. She uses her experience, intuition, innovation, commercial nous and coaching skills to find innovative solutions within the HR space.



Speakers

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# REGISTRATION

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## REGISTRATION

[Click here to register](#)

Contact us: 09 407 7128

PLEASE REGISTER BY 23 OCTOBER 2015

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## VENUE

Princes Ballroom C, Pullman Auckland

Corner Princes Street and Waterloo Quadrant Auckland, 1010

TEL: (+64)9/3531000 FAX: (+64)9/3531002

[www.pullmanauckland.co.nz](http://www.pullmanauckland.co.nz)

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## CONFERENCE DELEGATE RATES (includes evening function)

First Member Delegate: No charge  
(Cost included in RemNet subscription)

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Second Member Delegate: \$695.00 + GST

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Additional Member Delegate: \$550.00 + GST

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Non-Member Delegate: \$1,695.00 + GST

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Evening Networking Function

- Additional Guests: \$45.00 + GST

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Special Interest Group Breakfast: \$35.00 + GST

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

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.

# Diversifying Rewards

REMNET ANNUAL CONFERENCE  
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## CONFERENCE FACILITATORS

Melissa Russek  
RemNet Executive Officer



Peter and Diane Pomfret  
Ironbark Events

