

# CROSSING THE CHASM

Embracing Tomorrow's  
Rewards Today

9.00am REGISTRATION

9.30am CONFERENCE OPENS  
Kathryn Greene, Chairperson RemNet

**9:45am KEYNOTE SPEAKER**

**JAMES LAW, FIBREHR**  
**Diversity and recognition over reward + Balancing rem packages**

Diversity - How do you change your employee value proposition mix to attract and retain a diverse workforce getting the mix between flexibility and accountability right? If diversity is about encouraging diversity in the workplace – how to do that with the reward package – what rewards (salary, benefits, broader employment options) might attract people of diverse backgrounds.

Recognition over reward – Do we need to only reward via remuneration or are there other ways appreciated by staff which provides the same level of reward on their satisfaction scale.

Balancing rem packages – how to achieve this around tightening budgets, availability of talent in the market place, new hire packages versus incumbent. Cost conscientiousness.

10.45am COFFEE BREAK

**11am GUEST SPEAKER**

**JO COPELAND, SIMPSON GRIERSON**  
**Equal Pay**

Many professional firms have recognised the complexity of the issues affecting all their staff. The range of policies that are used to address these issues including use of language, legal implications of getting it wrong, behavioural change, the right policies and practices, are all important in a legal practice.

What are the legislative and governance responsibilities placed on Directors and Managers in this space, how is the law changing and what does the Pay equity and NZX disclosure rules mean for HR professionals and others.

**12pm GUEST SPEAKER**

**MICHAEL BARNETT, AUCKLAND REGIONAL CHAMBER OF COMMERCE**  
**Future initiative of work**

The changing nature of work and how we address the change.

12.45pm LUNCH

**1.30pm GUEST SPEAKER**

**JASON WILLS, GLOBAL FUTURIST**  
**Technology Reshaping Our Lives**

Technology is transforming business at an unprecedented rate. Never in our history have we seen this rate of change impact so significantly on our lives. Even with individual jobs, there has been a massive increase in new jobs that were not even heard of twenty years ago. In this full on digital rich presentation, Jason looks at what's coming in the future, what's just been released and then how this technology could be adapted to your business or industry.

**2.30pm GUEST SPEAKERS**

**NICOLA BROWN, WELLINGTON CITY COUNCIL AND WENDELL D'CUNHA, AUCKLAND COUNCIL**  
**Living Wage**

Implementing a Living Wage at Wellington City Council and Auckland Council. The 2 perspectives of getting accredited by Living Wage Aotearoa and implementing your own form of a living wage. Wendell and Nicola will share their experiences and challenges of implementing them across councils and subsequent impacts on other aspects of the business.

3.30pm COFFEE BREAK

## 3.45pm BREAKOUT SESSIONS

KATHRYN GREENE, ORION HEALTH  
AND WENDELL D'CUNHA,  
AUCKLAND COUNCIL  
Pay transparency

Open salary policies have become more common over the past few years as employees are now demanding increased organisational transparency. Calls for pay transparency as a cure for pay discrimination are abundant.

What can we expect when we move towards a more transparent environment?

How do we know what level of transparency is appropriate?

Far from a panacea, pay transparency is a double-edged sword, capable of doing as much - or more - damage as good. Broadcasting pay is as likely to demoralize as it is to motivate.

Kathryn and Wendell will take you through their experiences and discuss the challenges associated with transparency.

EMMA LE GRICE AND JOCELYN ANSO,  
AON HEWITT

Reward and employee engagement – Is this the start of a paradigm shift ?

Aon Hewitt's recent 2017 Global Engagement Trends research has some startling insights when it comes to the importance of reward to drive employee engagement. The traditional view for some time has been 'pay is a hygiene factor' - however our research from several sources is now stressing the importance of getting perceptions of fairness and transparency in remuneration right, as part of a larger movement to creating a greater 'human connection' in the workplace where the fundamentals of fairness, trust and respect are truly upheld. How are organisations addressing these key factors? How are organisations innovating and transforming rewards in response to the most recent research? What do Best Employer organisations do differently?

Emma and Jocelyn will take you through some of the research, and trends occurring in the market.

4.45pm RECEPTION



Be in to WIN

\$200 DINNER VOUCHER

Simply join us at the Evening Reception and you will go in the draw to win a \$200 dinner voucher.

The winner will be announced at the AGM on Day 2 and must be present to claim their prize or it will be redrawn.

### 8.30am CONFERENCE OPENS

Kathryn Greene Welcome back

### 8.45am GUEST SPEAKER

**MARK VAN ZON, FONTERRA**

**Reward - leading or lagging the future of work?**

From benefits, flexible working, strategic workforce planning, banding, ratings – are they relevant for our future?

### 9.30am GUEST SPEAKER

**REBECCA ARMOUR, KPMG**

**Global Mobility – Moving tomorrow's leaders around the world today.**

New Zealand organisations are becoming increasingly globalised and the exposure of our future leaders to the world is increasingly important to ensure business success. How do organisations ensure cross-border employee moves are successful and deliver the right outcomes for both the employee and the company? What are the pitfalls and risks of managing remuneration across borders? What trends are expected to change the global mobility landscape in the coming years?

### 10.30am COFFEE BREAK

### 10.45am GUEST SPEAKER

**SAMANTHA GADD, HUMANKIND**

**The impact of reward and recognition on the modern employee experience.**

Employee Experience is one of the top HR trends globally, yet so far there has been very little published to define, or give organisations guidance on how to go about designing and executing great employee experiences. In this session we will discuss the key contributors to employee experience and most importantly the impact of reward and recognition.

### 11.45am AGM

Kathryn Greene, Chairperson RemNet

\$200 DINNER VOUCHER PRIZE DRAW

### 12.15pm LUNCH

### 1.15pm Hot Topics Session

**FACILITATED BY MELISSA RUSSEK, ADHB**

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.

### 2.15pm AFTERNOON TEA

### 2.30pm GUEST SPEAKER

**TONY ALEXANDER, BNZ ECONOMIC COMMENTARY**

New Zealand's economy is very well supported by high net immigration, construction, booming tourism, high primary sector commodity prices, and technology sector growth. But inflationary pressures remain surprisingly muted. Why? And if inflation is staying low when and by how much will interest rates rise? And why is it that with house prices flattening in Auckland the Reserve Bank wants another tool to control housing risks? Why is it that despite strong growth and low financing costs businesses are still falling over?

### 3.30pm CONFERENCE CLOSES

Kathryn Greene

# SPEAKERS

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**JAMES LAW**  
KEYNOTE SPEAKER

**GENERAL MANAGER AND  
DIRECTOR, FIBREHR**

James has worked at some of Australia's leading online businesses such as seek.com.au, realestate.com.au and betfair.com.au.

He is now the GM and Director at fibreHR, a Melbourne-based consultancy that provides commercial HR advice and support for the small and medium-sized business market. James' people philosophy is based on finding fantastic people, helping teams work together better and then getting out of the way!



**TONY ALEXANDER**  
CHIEF ECONOMIST,  
BANK OF NEW ZEALAND

Tony has been employed as Chief Economist at New Zealand's second largest bank, the Bank of New Zealand, since 1994 with responsibilities including informing senior management about economic developments and prospects, risks and opportunities, and provision of services for the bank's staff and client base.

Prior to joining the BNZ, Tony worked as principal economist at a stock broking firm in Wellington and before that as Research Officer then Treasury Economist with Westpac Bank initially in Sydney, Australia, then New Zealand from 1987.



**REBECCA ARMOUR**  
PARTNER - GLOBAL MOBILITY  
SERVICES, KPMG

Rebecca Armour is a tax partner in the Auckland tax practice of KPMG and leads the New Zealand Global Mobility Services team assisting companies to effectively and efficiently

manage their globally mobile workforces. Rebecca has worked on M&A transactions in a broad variety of sectors including energy and mining, construction, finance, retail, leisure and hospitality, entertainment, real estate, technology and fund management.



**JOCELYN ANSO**  
TALENT, REWARD AND  
PERFORMANCE, AON HEWITT

Jocelyn leads Aon's Talent, Reward and Performance practice in New Zealand and works with executive teams to drive business performance through their people by providing data-driven insights into employee engagement, talent retention, leadership assessment and development and high performance culture consulting. Jocelyn has worked across a variety of industries, developing a deep understanding of FMCG, insurance, energy, NFP and local government sectors.

Jocelyn has gained over 17 years of experience in HR, working in both internal HR roles and consulting - focusing on leadership and talent development, engagement, culture, values and driving high-performance organisations and is a registered psychologist.



**MICHAEL BARNETT**  
CEO, AUCKLAND REGIONAL  
CHAMBER OF COMMERCE

Michael Barnett is Chief Executive of the Auckland Regional Chamber of Commerce & Industry, and a Director of both the Auckland Chamber and NZ Chambers of Commerce & Industry.

Michael is Chairman of the Equal Employment Opportunities Trust and is committed to their objectives of diversity in the workplace and achieving greater work-life balance. Michael was recognised by the Queen in the 2011 New Year's Honours with a NZ Order of Merit.



**NICOLA BROWN**  
HR DIRECTOR, WELLINGTON  
CITY COUNCIL

Nicola is the Director Human Resources at Wellington City Council, which also covers Organisational Development, Health and Safety, Leading Organisational Change and Business Transformation. Prior to Wellington City Council, Nicola spent six years as General Manager of Human Resources at KiwiRail at the time when it was merged with Toll, United Group Rail and Transfield Services. She is passionate about people capability and building a constructive work force culture and believes the future success of Local Government depends on its ability to attract, retain and build careers for everyone, but in particular young people and Nicola will share with the conference the challenges and issues of implementing the Living Wage at Wellington City Council.



**JO COPELAND**  
HR DIRECTOR, SIMPSON GRIERSON

Jo is the firm's human resources director. Her role involves ensuring they have great people, working smartly and enjoying themselves so they can best meet their client needs. She started her career as an employment lawyer before changing career path into human resources.

Jo has held a number of senior roles in large corporates including eight years at Telecom as General Manager Employment Solutions.

# SPEAKERS

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## WENDELL D'CUNHA

**PRINCIPAL REMUNERATION  
ADVISOR, PEOPLE & CAPABILITY,  
AUCKLAND COUNCIL**

Wendell D'Cunha is currently the Principal Remuneration Advisor at Auckland Council. He is responsible for Remuneration and Benefits strategy for the main council and many of the council controlled organisations as well. In the last year he has researched the impacts of implementing a living wage at Auckland council, which has now been approved by the Governing Body. Previously having worked for Hay Group, he has worked with many multinational clients across various sectors in implementing their Reward strategies.

Although Remuneration is his passion, he has worked with various organisations on issues like Talent Management and Employee Engagement. This has given him the opportunity to learn about various aspects that impact employee performance. He believes that the key to a great organisation is empowerment and building manager capability which can only be achieved with trust and transparency.



## SAMANTHA GADD

**MANAGING DIRECTOR, HUMANKIND**

Samantha Gadd is the founder and Managing Director of Humankind, an organisation with the vision to help NZ build the best workplaces in the world.

Humankind was named as one of the fastest growing companies in NZ at the 2015 Deloitte Fast 50. Humankind has a growing team based in Wellington, Auckland and Christchurch and has worked with over 400 businesses since 2012, when the company was founded. Samantha is also a Trustee of the Cultivate Mentoring Lab (which supports early to mid-career women to navigate the modern work place) and has been a Mentor at the First Foundation for the last 8 years (an educational trust designed to give young and talented New Zealanders a hand up to tertiary education).



## KATHRYN GREENE

**GLOBAL PEOPLE OPERATIONS  
DIRECTOR, ORION HEALTH**

Kathryn recently joined Orion Health from Fonterra. As Rewards Manager at Fonterra, Kathryn focused on the development and delivery of best practice rewards initiatives spanning over 30 markets. She has a particular focus on remuneration benchmarking and job architecture, incentive management and executive compensation. During her career Kathryn has worked in both specialist rewards and generalist HR roles in the FMCG, manufacturing and healthcare industries.



## EMMA LE GRICE,

**TALENT, REWARDS &  
PERFORMANCE, AON HEWITT**

Emma leads the 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, legal, hospitality and aviation.

Emma has experience in areas such as performance & reward strategy, remuneration strategy and design, performance management framework design, global remuneration frameworks, benchmarking, salary review process, job evaluation, executive remuneration, employee value proposition and incentive scheme design.



## MARK VAN ZON

**GENERAL MANAGER -  
PERFORMANCE & REWARD,  
FONTERRA**

Mark is based in Auckland. He has spent many years overseas in a variety of HR related roles in the Netherlands, UK and the USA. Mark has extensive international experience in reward, having led regional and international reward functions across a varieties of industries, including logistics, consulting, retail and most recently Fonterra. Mark has a background in Organisational Behaviour and is very interested in how reward can be made more effective in organisations that are increasingly having to develop broader value propositions to multiple groups of employees.



## JASON WILLS

**FUTURIST SPEAKER**

In his career, Jason has come up with many first to market ideas... First to build a searchable real estate website (1996), utilise Google Maps, Google Base, Second Life, Mobilise a workforce of 2,000 users with Windows Mobile (2004), first to build apps for iPhone and iPad, first real estate company to be featured across Apple's global web network with a case study showing how they used Apple's iOS technology to transform their business.

With a background as a systems engineer, this helps him understand technology concepts and gives him the ability to crystal ball gaze into the future to help companies understand the potential of new trends with technology and then how they could be applied to any industry.

## REGISTRATION

Click here to register

Contact us: 09 630 0462

PLEASE REGISTER BY 29TH OCTOBER 2017

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## VENUE

Rydges Hotel

59 Federal Street, Auckland

TEL: (09) 375 5975

[www.rydges.com/auckland](http://www.rydges.com/auckland)

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## CONFERENCE DELEGATE RATES

### Individual Member:

One attendee FREE

Second and further attendees pay non-membership conference rate (\$1,795+GST per attendee)

OR contact us to upgrade membership from 'Individual' to 'Organisation' (without a pro-rata for the part year) to receive a second attendee free.

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### Organisation Member:

Two attendees FREE

\$400 + GST per attendee thereafter

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### Non-member:

\$1,795 + GST per attendee

Or join RemNet now, to attend the conference for free, save money, and get the additional benefits of an annual membership

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**Evening Networking Function:** No charge

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