

A Rewarding Experience

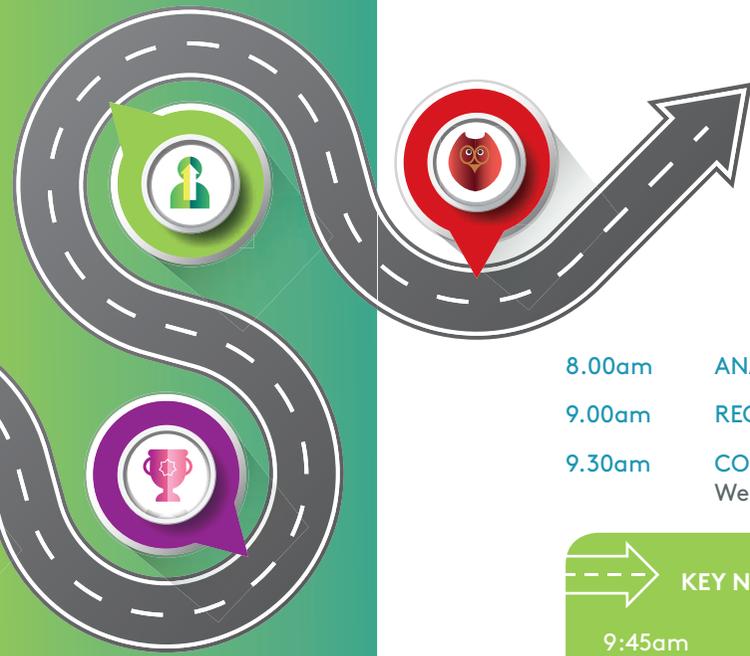


REMNET ANNUAL
CONFERENCE

27 - 28 November 2019

 NEW ZEALAND
**REMUNERATION
NETWORK**
LEADING • CONNECTING • LEARNING

DAY 1 Wednesday 27th November 2019



A Rewarding Experience

- 8.00am ANALYTICS FORUM BREAKFAST
- 9.00am REGISTRATION
- 9.30am CONFERENCE OPENS
Wendell D'Cunha, Chairperson RemNet

→ **KEY NOTE SPEAKER**

9:45am **ASHLEY FELL**
Head of Communications, McCrindle

THE POWER OF STORYTELLING IN A DIGITAL ERA
How to connect & communicate in changing times.

- 10.45am **COFFEE BREAK**

11am **GUEST SPEAKER**
Leslie Taylor
Head of Corporate and Employment Brand,
The Warehouse Group Limited

Lesley is an award winning expert in Employment Brand. Currently the head of corporate and employment brand at The Warehouse Group she will share with us around some of her experiences with employment brand and Employee Value Proposition.

- 12pm **GUEST SPEAKER**
Martin King
Owner & Director, South Pacific Pride

RECRUITMENT/INCLUSION AND DIVERSITY
Martin will be speaking on Recruitment and maintaining diversity and inclusion throughout.

- 12.45pm **LUNCH BREAK**

- 1.30pm **GUEST SPEAKERS**
Deb Marshall & Lane Hannah, Vodafone

ONBOARDING & PAY TRANSPARENCY/BENEFITS
Debra and Lane will share how Vodafone's approach to on boarding delivers on a commitment to awesome employee experiences and fair pay, enabling our people to focus on deeper customer engagement.

- 2.30pm **PANEL DISCUSSION**
Facilitated by Michelle Gapes, Strategic Pay

FIONA MASSON - Group Manager Human Resources,
Lifewise

EVAN BATEUP - Chief People Officer, Vista Group

MARK VAN ZON

- 3.30pm **COFFEE BREAK**

→ **KEY NOTE SPEAKER**

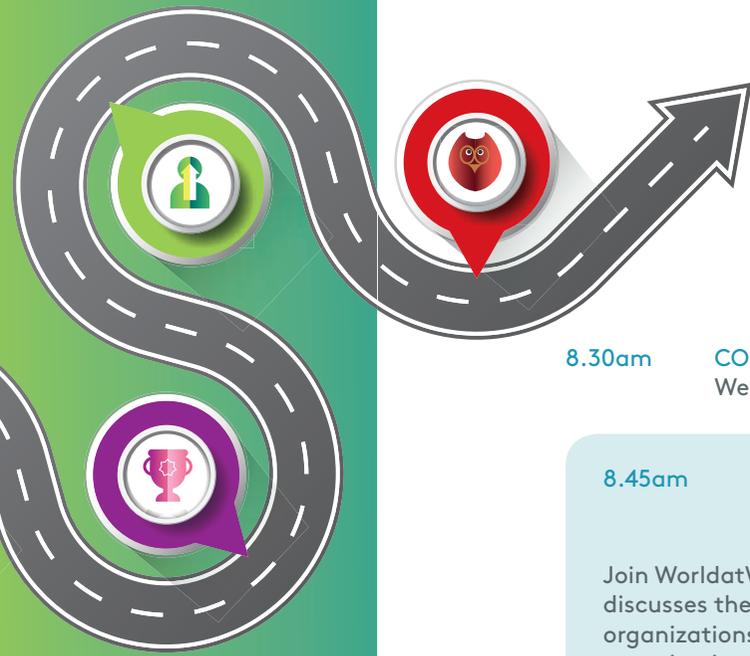
3:45pm **TONY ALEXANDER**
Chief Economist, Bank of New Zealand

ECONOMIC COMMENTARY

- 4.45pm **RECEPTION**



DAY 2 Thursday 28th November 2019



A Rewarding Experience

8.30am **CONFERENCE OPENS**
Wendell D'Cunha, Chairperson RemNet

8.45am **GUEST SPEAKER**
Scott Cawood
CEO, WorldatWork

Join WorldatWork President & CEO, Scott Cawood, as he discusses the unique role today's professionals play in helping organizations make the connection between highly effective organizations and deeply meaningful rewards that ultimately place your organization ahead of your competitors.

9.45am **GUEST SPEAKER**
Rachael Powell, Chief Customer
People and Marketing Officer, Xero

Xero's world class employee experience hasn't come about by accident. Using continuous feedback from employees, they've made data-driven decisions to launch initiatives that have increased engagement, satisfaction and retention. Come along to hear about some of their 'secret sauce'.

10.30am **COFFEE BREAK**

10.45am **GUEST SPEAKER**
Irina Miller
Remuneration and Benefits Professional

CHANGE MANAGEMENT IN REWARD

Change is always hard and seldom welcome - particularly when it affects remuneration. How do you create a case for change, ensure stakeholder support and drive your initiative through to completion? What are the most important tools and skills you need (including your personal coping mechanisms) before you set sail?

11.30am **QUICKFIRES**

KIM RUTHERFORD - Head of Corporate Wellbeing, Southern Cross Health Society
Southern Cross's vision is to empower Kiwi's to live their healthiest lives, and improving workplace health and wellbeing plays a key role in this. Southern Cross have launched their own workplace wellbeing solution - BeingWell. An exciting proposition that Kim is responsible for developing and taking to market. With mental wellbeing playing a huge part in being a productive and happy employee, Kim will talk about the work that Southern Cross are doing to address this issue and the Stigma around it.

KAISA WILSON - YWCA

Organisation culture is so important to achieving gender equality in the workplace. Learn about developing a gender responsive workplace.

MARK LONG - Principal Advisor, Reward and Recognition, NZ Fire and Emergency

Promoting equity, fairness, and consistency in reward and recognition offerings for all personnel is critical for creating a unified culture, improving engagement, and building on-going organisational capability. Fire and Emergency is delivering for their people with a volunteer-specific reward and recognition programme to ensure sustainable volunteerism, as well as an all-of-organisation project to better acknowledge their most important asset - He Tangata.

12.30pm **LUNCH BREAK**

1.15pm **AGM**

1.15pm **GUEST SPEAKER**
Nic Richardson, Executive General Manager,
People & Culture, Genesis Energy Limited

AGING WORKFORCE

2.30pm **AFTERNOON TEA**

3.00pm **HOT TOPICS**
Hosted by RYAN GHISI, XERO

3.45pm **CONFERENCE CLOSES**
Wendell D'Cunha, Chairperson RemNet

SPEAKERS



ASHLEY FELL
HEAD OF COMMUNICATIONS,
MCCRINDLE

Ashley Fell is a social researcher, TEDx speaker and Head of Communications at the internationally recognised

McC Crindle. As a trends analyst and media commentator she understands how to effectively communicate across diverse audiences.

From her experience in managing media relations, social media platforms and content creation, Ashley advises on how to achieve cut through in message-saturated times. She is an expert in how to communicate across generational barriers and is regularly interviewed on prominent television programs such as SBS News, Seven News, Sunrise, Sky News and the Today Show, as well as on radio, and in print and online media.

In addition to delivering keynote presentations at conferences, Ashley is booked to conduct training days for corporate and not-for-profit clients, facilitate panels across an array of industries and deliver workshops across the different generations. She regularly speaks to a diverse range of audiences across Australia, and has spoken for audiences in New Zealand, Malaysia and Qatar.

With academic qualifications in communications, an ongoing role in managing the deployment and visualisation of national research studies, and with her position leading the communications strategy at McC Crindle, Ashley brings robust, research-based and experienced content to her engaging presentations and consulting.



TONY ALEXANDER
CHIEF ECONOMIST
BANK OF NEW ZEALAND

Tony Alexander has been employed as Chief Economist at 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.

He is an accomplished public speaker much in demand and each year delivers between 80 and 130 presentations at bank seminars, conferences, and client functions around the country and offshore. He writes and distributes material to 15,000 email recipients with extensive links from other websites.

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.

He holds a Master of Arts degree (first class honours) from the University of Canterbury. He is the father of five children, his wife is one of New Zealand's foremost early childcare researchers, and he lives in the countryside north of New Zealand's capital city Wellington.



EVAN BATEUP
CHIEF PEOPLE OFFICER, VISTA GROUP

As the Chief People Officer of Vista Group, Evan works with an amazing team to support Vista's success as the world leading provider of software and analytics

to the cinema industry. Based in the Auckland Headquarters but with a team spread around the USA, Mexico, China, UK, Netherlands and Romania he is continuously energised by the challenges of working with teams globally. Prior to joining Vista in 2016, Evan's experience ranged from large listed organisations (SKYCITY Entertainment Group) and start-ups (Sovereign Insurance) as well as international experience with Pfizer (United Kingdom). While his career has primarily been in People and Culture he has also held positions in marketing, sales, programme management, change management and operations.

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SPEAKERS



SCOTT CAWOOD
CEO, WORLD AT WORK

Dr. Scott Cawood, Ed.D., CCP, GRP, is President and CEO of WorldatWork, the premier global compensation and Total Rewards Association. Prior to joining

WorldatWork, Scott was the Leader of Organizational Effectiveness at W.L. Gore & Associates Inc., the maker of Gore-Tex. Scott has served as the President of Synogy, a global compensation and sales software company where he began as its chief human resources officer. Scott has also held executive positions as VP of Global Talent at Revlon and the Great Place to Work Institute, which selects Fortune magazine's 100 Best Places to Work. As an avid learner, Scott holds five degrees, including his doctorate in work-based learning from the Wharton School of Business and the Graduate School of Education at the University of Pennsylvania. He also studied labor and industrial relations, at Michigan State. He has been a part of the business school faculty at Georgetown University for 15 years and supports building equitable and rewarding workplaces anywhere he goes. Scott holds a first-degree Black belt in Kenpo Karate, has only been knocked out twice when competing, and while not a big fan of sweets, will never turn down carrot cake. Scott lived much of his life in NYC but was born in Michigan and now calls the sunny state of Arizona, home.



RYAN GHISI
XERO

Ryan has worked closely with executive teams and boards at many large international organisations on strategy and initiatives that drive employee

attraction, engagement and retention. He has a passion for everything that impacts the employee experience, including recognition, wellness, culture, career and development, flexible working, remuneration and rewards and leadership.



LANE HANNAH
VODAFONE

Lane is a learning and development professional who has responsibility for the on-boarding experience of new starters at Vodafone. Creating pre-start to 90 day experiences that combine

digital and facilitated experiences to engage, wow, enthuse and prepare new employees for their exciting future.



MARTIN KING
OWNER & DIRECTOR AT SOUTH PACIFIC PRIDE

Martin King, is the Director of South Pacific Pride Ltd and brings over 20 years Human Resources and Diversity

and Inclusion experience to the table. Recognised as one of New Zealand's leading Diversity and Inclusion practitioners, and accomplished speaker, Martin has worked across many of New Zealand's Best Places to Work and has taken organisations on transformational change journeys culminating in award-winning people programs.

Many of the teams Martin has lead have had their work recognised through earning the following awards : UN Women Empowerment Principles Supreme Award, YWCA Equal Pay Awards, Diversity Works Awards, Health and Safety Leadership Awards, AON Hewitt Best Employers, Australia and New Zealand, LEAD 2018 Top 20 Global Best Leadership Development Programs, the Randstad Most Attractive Employers multiple top 20 positions, and lead organisations to receive The Rainbow Tick.

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SPEAKERS



MARK LONG

PRINCIPAL ADVISOR, REWARD
AND RECOGNITION, NZ FIRE AND
EMERGENCY

Mark has held senior roles within private, NGO, and government organisations for more than 10 years. He is passionate about enabling leaders to recognise their people in meaningful ways through developing bold and innovative strategies that promote a people-centred approach. Mark has a doctorate in organisational leadership and is currently the Project Lead for Reward and Recognition at Fire and Emergency New Zealand.



FIONA MASSON

GROUP MANAGER HUMAN RESOURCES,
LIFEWISE

Fiona Masson has a keen interest in enhancing positive outcomes through initiatives that improve individual and organisational effectiveness, performance, and capability. She has navigated the Trusts (Lifewise, APT, MMN) through an era of significant change and improvement. In doing so, Fiona has transformed the HR function, earning credibility for the profession within the organisation in the process, and led a major organisational culture change programme for which her team has been recognised repeatedly with awards from HRNZ at various stages along the journey (HR Business Contribution Award 2017, HR Business Contribution Award 2018, HR Technology finalist 2018, Organisational Development and Change finalist 2019). Fiona has worked across a range of industry sectors including commercial, government, and not-for-profit organisations. Fiona holds a Master of Arts (Hons) with endorsement in Occupational Psychology from Massey University, is a Fellow of the Human Resources Institute of New Zealand, and was also a finalist for HR Generalist of the Year (2019).



DEBRA MARSHALL

VODAFONE

Debra has been with Vodafone for 3 years and currently venturing into an Agile way of working as the People Operations COE Lead within the People Experience Tribe. With a 15 year career focussed on Reward, Deb is delighted to be invited to RemNet to share Vodafone's approach to on boarding and fair pay.



IRINA MILLER

REMUNERATION AND BENEFITS
PROFESSIONAL

Irina started her professional career in the field of organisational psychology. A keen interest in "what makes organisations work", led her to join an international consulting firm where she became experienced in job evaluation, org design and remuneration management. She has worked for a variety of local and international clients, both in Europe and New Zealand. Irina's most recent engagement was working as Remuneration and Benefits Manager for one of New Zealand's largest insurance brokers, where she worked closely with the executive team to develop and embed a remuneration framework, relevant workforce analytics, as well as reviewing the entire suite of sale incentives and introducing broader non-financial KPIs to reflect the changes in the financial services industry.

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SPEAKERS



RACHAEL POWELL

CHIEF CUSTOMER, PEOPLE AND
MARKETING OFFICER, XERO

Rachael is responsible for Xero's customer success, people experience, marketing and communications functions globally. She has previously held positions in strategy, marketing, talent management and channel development across online and technology businesses. In her current capacity, she brings together her dual passions; delighting our customers and nurturing our people. Rachael believes that customer experience must resonate from the inside-out and advocates for positive engagement programs to effectively mobilise the business strategy at scale. She has a Masters in Applied Positive Psychology, a Masters in Business Administration, and a Bachelor of Business (Accounting and Marketing).



NIC RICHARDSON

EXECUTIVE GENERAL MANAGER,
PEOPLE & CULTURE, GENESIS ENERGY
LIMITED

Nicola joined Genesis in 2014 as Group Manager Talent and Development. She was appointed to the Executive team to lead the Company's People and Culture function in 2016.

Nicola is responsible for the people and culture focus of the Company, including human resources, property and facilities management, organisational development and remuneration. She has a particular interest in business transformation and has led Genesis' successful transition to agile work practices.

Nic has been a Champion for Minding The Gap for pay equality and Diversity and Inclusion at Genesis.

Prior to joining Genesis Nicola held senior leadership roles in the financial services, real estate and human resource consulting sectors in the United Kingdom, Asia and New Zealand.



KIM RUTHERFORD

HEAD OF CORPORATE WELLBEING,
SOUTHERN CROSS HEALTH SOCIETY

Kim Rutherford joined Southern Cross in 2013 working as the National Sales Manager – Key Accounts. In this role she was responsible for a team of Key Account Managers looking after our business segment, new business development and account retention.

In May 2017, Kim moved internally to take up the role of Head of Corporate Wellbeing. Southern Cross Health Society's vision is to empower Kiwi's to live healthier lives, and improving workplace health and wellbeing plays a key role in this. Southern Cross have launched their own workplace wellbeing solutions modelled on the success of our Switch2well program. An exciting proposition that Kim is responsible for taking to market.

Prior to joining Southern Cross Kim has worked in key account management roles with large corporate clients over the last 25 years in the corporate travel and hospitality sectors.



KAISA WILSON
YWCA

Dr Kaisa Wilson is the Director of the Gender Tick, an accreditation programme for organisations to demonstrate their commitment to ending gender inequality in the workplace. She is a leading expert in gender issues. She is a consultant, speaker, advocate and practitioner in diversity and belonging. She has significant experience working with gender issues at all levels: from grassroots community organisations, to international NGOs and globally listed companies. Kaisa is the founder of Mosaik, and cofounded the Gender Tick with YWCA in 2018. Kaisa has a PhD from Edinburgh University in psychology in which she studied belonging and identity, and a Masters in feminist psychology.

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SPEAKERS



LESLIE TAYLOR

HEAD OF CORPORATE AND
EMPLOYMENT BRAND, THE WAREHOUSE
GROUP LIMITED

Leslie is an award-winning expert in Employment Brand with a wealth of experience in Brand, Communications, Social Media, Content creation and Marketing. In 2018 Leslie was awarded the Employer Brand International, Global Employer Brand Leader of the year and HRINZ, New Zealand HR Specialist of the year. She also co-founded the Auckland Employment Brand Network.

Leslie leads the Corporate and Employment Brand team at The Warehouse Group (TWG) to promote TWG as a brand of choice for customers, shareholders, communities, stakeholders, candidates, employees and wider New Zealand. The Warehouse Group (TWG) is one of New Zealand's largest retailing groups. The Warehouse Group has 5 core brands (The Warehouse, Noel Leeming, Warehouse Stationery, Torpedo7 and 1-day), 12,000 people, over 260+ locations and close to \$3B in sales. TWG's purpose is to help kiwis live better every day.



MARK VAN ZON

Mark's HR, Reward & Mobility experience has encompassed multiple years and multiple continents, and he has been globally mobile himself for some time. Mark has spent most of his career abroad, working for large multinational firms in The Netherlands and UK.

While he was based in the USA, Mark led international reward for Starbucks. On returning to his native NZ, Mark changed his focus from Coffee to Milk. His most recent experience was heading up People and Culture at Fonterra, and prior to that, Global Reward and Mobility, which he says was a lot of fun and excitement.

Mark has a keen interest ensuring that well designed and executed Reward and Mobility programs balance risk, employee experience and affordability, and most critically, make a meaningful contribution to an organisations overall strategic talent management.

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REGISTRATION

Click here to register

Contact us: 09 630 0462 / info@remnet.org.nz

PLEASE REGISTER BY 15TH NOVEMBER 2018

VENUE

Grid AKL
12 Madden Street, Wynyard Quarter, Auckland
TEL: +64 (09) 601 8900
www.gridakl.com

CONFERENCE DELEGATE RATES

Individual Member: One attendee FREE
Second and further attendees pay non-membership conference rate (\$1,850+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.

Organisation Member: Two attendees FREE
\$400 + GST per attendee thereafter

Non-member: \$1,850 + GST per attendee
Not-for-profit \$1,387.50 + 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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