

Registration includes complimentary 45 minute webinar delivered by Red Balloon.  
**Manager as Magician: Mastering the Art of Recognition**



PARTICIPATING  
AWARD-WINNING  
ORGANISATIONS FOR 2011

# The National Employer of Choice Conference 2011

Award-winning ideas from Australia's best employers

Brisbane - Monday 23rd May, The Pavilion

The National Employer of Choice Conference will showcase a unique line-up of public, private and not-for-profit sector organisations that have become recognised as some of Australia's best employers.

During the Conference, each organisation will outline key elements of their award-winning HR strategies. This will provide a platform for people managers and HR practitioners to explore innovative approaches to common HR challenges.

*Explorative*

*Challenging*

*Innovative*

The case studies presented during the Conference have been carefully selected to assist conference delegates in building a blueprint for becoming an Australian Employer of Choice.

In recent years this ground breaking event has guided hundreds of organisations closer to their goal of becoming an outstanding Australian employer.





The program was jam packed and the quality of speakers was excellent

Jo Cavagna, Western Water



## Presenting Organisations

When selecting potential presenters, research is undertaken into each organisation by the Conference organising committee regarding existing industry-based awards and recognition. A variety of sources are used, including:

- » The AHRI National Awards
- » HR Monthly
- » Hewitt Best Employers
- » BRW – Australia's most respected companies
- » HR Leadership Awards
- » Diversity@Work Awards

## Conference Themes

- » Innovations in employee wellbeing from Australia's best employers
- » The employee engagement game: Peer-to-peer recognition and its benefits in the workplace
- » Where will your future workforce come from and how will organisations compete for Australian talent
- » Building cultures that increase productivity
- » Innovative HR approaches for regional and rural business
- » Linking employee wellbeing to bottom line productivity
- » Embracing flexibility as a powerful asset

## Conference Report

The National Employer of Choice Conference will include a written case-study from each of the presenting organisations to support their oral presentations. The case studies will be collated into a report format by the Workplace Training of Advisory Australia (WTAA) and distributed to all attending delegates.

## AGENDA

9.00 - 9.10

Welcome

9.10 - 9.50

Keynote Presentation

Innovations in employee wellbeing from Australia's best employers (Private Sector)

9.50 - 10.30

Keynote Presentation

Innovations in employee wellbeing from Australia's best employers (Public Sector)

10.30 - 11.00

Morning tea

11.00 - 11.40

Keynote Presentation

The employee engagement game: Peer-to-peer recognition and its benefits in the workplace

11.40 - 12.20

Keynote Presentation

Innovative HR approaches for regional and rural business

12.20 - 1.20

Lunch

1.20 - 2.20

Panel session

Where will your future workforce come from and how will organisations compete for Australian talent?

2.20 - 3.00

Keynote Presentation

Linking employee wellbeing to bottom line productivity

3.00 - 3.30

Afternoon tea

3.30 - 4.10

Keynote Presentation

Embracing flexibility as a powerful asset

4.10 - 4.30

Close



A well balanced and informative conference 

Ray Harris, Mackay Regional Council

## Conference Delegates

The Conference has been developed to assist private and public sector organisations across all industries to better understand the requirements and benefits of becoming an Employer of Choice. Attendees will comprise a broad spectrum of roles, including executive level managers, human resources practitioners, policy managers and independent business owners.

## Conference Organiser

The 2011 Conference has been organised by the WTAA. The WTAA is a leading supplier of training and development programs to both the public and private sector. Through various corporate alliances, the WTAA provides nationally acclaimed programs within the areas of leadership, workplace diversity and employee well-being.

## Additional Support Services

A collaborative consultancy between the WTAA and the National Leadership Institute has been established to further assist organisations in aligning their policies with current Employer of Choice standards. For more information, call the 1300 138 037.

## Contact Details

### Workplace Training of Advisory Australia

Shaun Zapadlo  
Phone. 1300 138 037  
Email. szapadlo@wtaa.edu.au

## Manager as Magician: Mastering the Art of Recognition

Presented by James Wright, RedBalloon

All the studies show that people work harder, are more productive, and have greater enjoyment of their work if they're recognised for their efforts. Yet with today's busy demands it's a real challenge for every manager to do this effectively and that can have massive impacts on your business - good or bad. Learn from RedBalloon's bag of tricks, strategies, tools and techniques:

- The importance of recognition and how to deliver it
- How to maximise peer to peer recognition
- The practical tools of the 'praise trade'
- Why non-monetary rewards work best

Further details on this webinar will be sent upon registration to attend the National Employer of Choice Conference.

**TRILBYMISSO****Graeme McFadyen**CEO  
Trilby Lawyers

After an extensive career as a chartered accountant Graeme has been managing or advising legal practices since 1994. He has been CEO of Trilby Misso Lawyers Brisbane since 2005. In 2009 Trilby Misso won the Telstra Queensland Medium Business of the Year Award, the first law firm to win an award category in the 20 year history of the award. In 2009 the firm was accredited by Hewitt Associates as one of six best employers in Australia and New Zealand, the first law firm to be accredited in the ten year history of the award. In 2010 Trilby Misso won the Australian Business Award for Service Excellence in the Legal Industry. Graeme contributes occasional articles on legal practice management to industry journals and he is also a regular speaker on practice management issues at industry forums. Graeme is a past president of the Queensland division of the Australian Law Practice Management Association and is a current member of the Queensland Law Society Practice Development and Management Section.

**Griffith**  
UNIVERSITY**Associate Professor Mohan Thite**Senior Lecturer  
Griffith University

Associate Professor Thite has a multi-disciplinary, multi-industry and multi-national career profile in academia and industry. He has Undergraduate degrees in Economics and Law, Post-graduate degrees in Economics and Personnel Management & Industrial Relations, and PhD in Human Resource Management. He currently teaches Strategy and HR and Human Resource Information Systems. He has won several Teaching Awards and Teaching Grants. Mohan is a regular reviewer of several international journals, such as Human Resource Management, Journal of World Business, The Learning Organization, Research and Practice in Human Resource Management and Leadership and Organisation Development Journal. He has been a Visiting Fellow at Lancaster University, UK and the Indian Institute of Management, Bangalore, India. Mohan is a Fellow of the Australian Human Resources Institute (AHRI) and an Academic Member of the Academy of Management as well as the Society of HRM, USA. He has thrice served as the state council member of AHRI and was twice elected as academic member of Griffith University Academic Committee.

**RedBalloon**  
FOR CORPORATE**James Wright**Account Director  
RedBalloon

With over a decade of experience in Experiences James is committed to giving people a good time. Besides this James has held a variety of roles in marketing, product development and operational management. He is currently at RedBalloon for Corporate developing their offering and working with key clients on Employee Engagement, Reward & Recognition and Incentive Programs and promotional projects. His broad sector experience includes training and development, experiential marketing, leisure & luxury goods, gifting, travel, b2b, political ideas, financial services, recruitment, property, FMCG and e-commerce. Other interests include writing both professionally and for pleasure; including articles in The Times, Spectator, Mensa Magazine, HR and marketing titles on subjects as diverse as hot air ballooning to political scandal. James has also held positions with Chambers of Commerce in the UK and Australia and worked for a variety of high profile voluntary organizations.

**AON** Hewitt**Robyn Perkins**Head of Workforce Risk Solutions  
Aon Hewitt

Robyn has extensive experience in the management of workers' compensation, human resources and people risk issues. She has been involved in providing advice to claimants, employers and employees for over 25 years. Robyn has been employed at Aon for over 11 years. Her role has involved providing strategic advice and assistance to some of Australia's largest companies. This has included assistance with all aspects of workers' compensation management, including claims management, risk financing and risk mitigation on people risk issues. Robyn has provided advice to companies on the impact and management of workers' compensation in all jurisdictions and was the Aon project manager for the first privately owned company to enter the Commonwealth workers' compensation scheme. She is currently working on designing Australia's first Sick Leave Index, which will allow organisations to identify costs and benchmark their performance in this area. Robyn holds a Graduate Certificate in Management Studies, University of Canberra.

It was a very informative day – filled with a diverse “ range of speakers which was really good and valuable

Monique James, PWC



## Jeff Marchant

Director  
Norman Disney & Young (NDY)

Jeff joined NDY Auckland in late 1997 as a Mechanical Engineer. He quickly moved through the ranks, firstly as section leader of the mechanical section and then as 2IC within the office. In this role Jeff was responsible for the design and project coordination on a range of commercial, retail, residential, institutional and industrial sector projects, including the outstanding 40,000m<sup>2</sup> Vero Centre, one of only two buildings in the southern hemisphere to receive the prestigious Royal Institute of Chartered Surveyors (RICS) supreme award for building efficiency. Jeff transferred to NDY Canberra in July 2004 and took over the management role in November of that year. He maintained this role until the end of 2007 and in that time grew the office significantly. As of February 2008, Jeff took over the role of Queensland director, based in the Brisbane office.



## David Goodwin

President  
Chamber of Commerce & Industry Queensland

David is the President of the Chamber of Commerce & Industry Queensland, Director, Australian Chamber of Commerce and Director, International Chamber of Commerce (Australia). He is also a Director of Interport Cargo Services Pty Ltd, a company that has successfully operated since 1960. Located at the Port of Brisbane, the company provides full service, port services operations and includes nine acres of customs warehousing and quarantine facilities. Having completed a Bachelor of Commerce majoring in accounting and finance, David is a qualified member of the Institute of Chartered Accountants and recently served as the Chair of the CCIQ Board Finance, Audit, Risk and Compliance Committee.



## David Busuttill

Corporate Services Manager  
Nganampa Health Council INC

Nganampa Health Council is a remote area Aboriginal medical service operating on the Anangu Pitjantjatjara Yankunytjatjara Lands in the far north west of South Australia. Despite operating in one of the most challenging environments in the country, Nganampa Health Council has successfully increased the levels of Doctor, nursing and dental staff and retained a core group of management staff. David Busuttill is their Corporate Services Manager and has been with Nganampa Health Council for 13 years. He is responsible for human resources, information technology and finance.



## Terry Phillips

Employee Relations Advisor (Training and development)  
Central Queensland Health District, QLD Health

Originally from a background in both the Performing Arts and the Education Sectors, most recently Terry has been spending the last few years designing, implementing and delivering Human Resource focussed training options to the 3500 employees of the Central Queensland Health Service District. A number of these training initiatives and programs have been adopted for state-wide distribution throughout Queensland Health, and have also been sourced by other smaller government departments. Terry has been the recipient of a 2010 Skilling the Future award and a 2009 Queensland Health HR Praise Practitioner award for his contributions to both the Central Queensland District and state-wide Queensland Health learning communities. His current work have been mainly focussed on maximising learning outcomes for remote employees using an videoconference, DVD production, webcasting and other e-Learning technologies whilst still trying to maintain the quality of training usually experienced in face-to-face education sessions.



## Tracey Green

General Manager - Human Resources  
Royal Flying Doctor Service of Australia  
(Queensland Section)

Tracey has spent the last 3.5 years developing a human resource function to support the eight RFDS Bases across Qld. Last year her team was recognised by HR Leader winning the "Frontier Software Award for Employer of Choice (less than 1000 employees)" and was also a finalist at the national AHRI awards in the category of Workforce Flexibility. Tracey has 20 years experience as a senior human resource professional and has worked in the Retail, Finance, Hospitality and Health industries during this time. She is particularly interested in organisational development, employee engagement and workforce flexibility and has a strong back ground in learning and development.

## The National Employer of Choice Conference 2011

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### ➔ STEP ONE. CONTACT DETAILS

Contact name: _____	Telephone number: _____
Position: _____	Fax number: _____
Organisation: _____	Workplace address: _____
Email address: _____	_____

### ➔ STEP TWO. FEES (GST incl.)

- Early Bird delegate rate: \$895 per person (Ends 13th May)
- Standard delegate rate: \$1195 per person (After 13th May)
- Group of 3 delegates: \$2390 (2 x \$1195 + 1 complimentary delegate)

### ➔ STEP THREE. DELEGATE DETAILS

Delegate 1 name _____	Delegate 1 email addresses (required for confirmation details) _____
_____	_____
Delegate 2 name _____	Delegate 2 email addresses (required for confirmation details) _____
_____	_____
Complimentary delegate name _____	Complimentary delegate email addresses (required for confirmation details) _____
_____	_____

**For larger group bookings please complete additional registration forms**

### ➔ STEP FOUR. REMITTANCE DETAILS

Total number of delegates \_\_\_\_\_ Total fees due \$ \_\_\_\_\_

Please invoice me

Credit Card Visa/Mastercard Only	Name			Amount \$
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<b>EFT</b>	A/c Name: Workplace Training Advisory Australia P/L	Bank Name: Westpac, Melbourne	BSB: 033-002	A/c No. 380159
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\*Please email remittance advice to [registrations@wtaa.edu.au](mailto:registrations@wtaa.edu.au)

#### Further Information

For further information, please contact Nick Williams at the Workplace Training Advisory Australia.  
Telephone: 1300 138 037 Email: [nwilliams@wtaa.edu.au](mailto:nwilliams@wtaa.edu.au)

**RETURN VIA FAX  
1300 451 031**

Payment in full must be made prior to event. Submission of this registration form indicates your intent to make full payment.

**Cancellation Policy** – A substitution delegate is always welcome with written notification. Cancellations received up to 6 weeks prior to the event will incur a 50% withdrawal fee. For cancellations received within 6 weeks of the event no refund will be issued. Every effort will be made to contact each attendee should an event be rescheduled or cancelled by NLI for any reason. If an event is rescheduled or not held for any reason, NLI's liability is limited to the event fee only. **Indemnity** - NLI reserves the right to change the venue and/or speakers of any event due to circumstances beyond its control. In the event of changes to venue or speakers, or cancellation of the event, NLI is indemnified against any or all costs, damages, expenses, including legal fees, which are incurred by the attendee/s. In the case of venue change, all reasonable efforts will be made to inform attendees.

I understand that by registering myself and/or others as attendees at this event, photos or video may be taken of this event, which may be used for promotional purposes.

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