

ROADSHOW



**HR
& Future of
Work**

June 14 - 23

NZ | QLD | VIC | WA

NSW | SA | ACT



ashurst

**// Powering
Performance
in the Public
Sector**

Publicsectornetwork.co

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Powering Performance in the Public Sector

The work of government and the way government works is changing, yet there continues to be a preoccupation with cost optimisation, cost reduction and sustainable cost management. This has required HR to play its part, largely through making the HR function more efficient, but not necessarily more effective. The people aspect in government organisations contains some truly business critical issues and the need for HR to rise to these challenges has never been more acute.

As government workplaces continue to evolve, HR sits in a strategic position to play a critical role in reimagining and recreating engaging work experiences for their employees. The public sector needs to be prepared for the impact of a changing world on their people, processes, and technologies.

The **2022 HR & Future of Work Roadshow** will delve into how government departments can create modern, digitally enabled and people-focussed HR policies in Australia and New Zealand. Across seven major cities, each state specific program will showcase key projects, best-practice and insights to demonstrate how government can sustain their transformation trajectory beyond COVID.

// Benefits of Attending



Learn how to empower your workforce to achieve whole-of-organisation transformation



Uncover fresh strategies to incorporate wellbeing into your HR policy and practice



Explore innovative and emerging technologies that can support your organisation's HR transformation



See how your peers are facilitating ongoing learning and development within their organisation

// Who You'll Meet

Chiefs/Directors/Heads/Managers of:

- Human Resources
- People and Culture
- Recruitment
- Talent Management
- Workplace Analytics
- Workforce Planning
- Workforce Strategy
- Learning and Development



Day 1

New Zealand
14 June

Atura Hotel
Wellington

24 Hawkestone St,
Thorndon

Day 2

Queensland
15 June

Ashurst Offices

Level 38

Riverside Centre

123 Eagle St,
Brisbane



Day 3

Victoria
16 June

Ashurst Offices

Level 16

80 Collins St,
Melbourne

Day 4

Western Australia
17 June

Held Virtually via
Microsoft Teams



Day 5

New South Wales
21 June

Ashurst Offices

Level 11

5 Martin Place,
Sydney



Day 6

South Australia
22 June

Held Virtually via
Microsoft Teams



Day 7

Canberra
23 June

Ashurst Offices
Hub Civic Quarter

Level 1

68 Northbourne
Avenue, Canberra



“

Being in front of the public sector is great, PSN put on a seamless event. The **intimacy of the room makes it less intimidating to approach sponsors**, I feel delegates don't feel they will be getting a 'sales pitch'.

ELMO Software

// Your Inspiring Speakers



NZ

LAURA DIXON

*Director People
& Capability*

Ministry for the Environment



NZ

CHRIS JONES

*Chief Safety and Wellbeing
Officer*

Department of Corrections



NZ

DR ANN CRONIN

*Head of Organisational
Learning*

New Zealand Police



NZ

JANET UPTON

Manager Project Capability

**Land Information New
Zealand**



NZ

GEORGIA KNOWLES

*Head of Programme
Family and Sexual Violence
Prevention*

ACC New Zealand



NZ

DR SANJAY ARYA

*Associate Director (HR
Applications)*

**Victoria University of
Wellington**



NZ

THERESA RONGONUI

*Director Learning and
Organisation Development*

**New Zealand Trade and
Enterprise**



NZ

ALLYSON SKENE

APJ Head of HCM Strategy

Workday



NZ

MIKE RUSSELL

*Manager, Public Sector and
Local Government*

AskYourTeam



NZ

JOHN MCKEEFRY

*Strategic Partnerships
Manager*

AskYourTeam



NZ

ROB CLARK

*New Zealand Country
Manager*

SEEK

// Explore the Agenda - NZ

8:30am Registration and Networking Coffee

9:00am Opening from Public Sector Network & Icebreaker

9:10am Welcome from Chair: Transforming HR to Meet the Demands of Tomorrow

- Embracing disruption as an opportunity for innovation within the HR space
- Determining key areas of focus for a successful transformation journey

Dr Sanjay Arya, Associate Director (HR Applications), Victoria University of Wellington

9:20am Government Keynote: Rethinking Your Workforce Strategy in a Changing World



- Recognising your workforce as the critical asset for achieving organisational goals
- Understanding critical steps for aligning your organisation with the future of work
- Combining people, systems and processes to modernise your workforce

Georgia Knowles, Head of Programme Family and Sexual Violence Prevention, ACC New Zealand

9:40am Platinum Partner Session: Putting People and Skills at the centre of the Public Service in New Zealand

- Value, Inclusion, Belonging and Equity for all
- Cultivating a Fast, Fluid and Frictionless digital experience
- Enhancing Employee Experiences
- Building Agile Organisations
- Tapping into the Skills Imperative

Allyson Skene, APJ Head of HCM Strategy, Workday

10:00am Government Case Study: The Correlation Between Wellbeing and Work



- What is 'wellbeing' and why does it matter?
- Wellbeing v psychosocial risk management - where does health and safety fit in?
- Shifting our focus: from the individual to the organisation
- Reviewing practical tips for organisational wellbeing

Chris Jones, Chief Safety and Wellbeing Officer, Department of Corrections

10:20am Gold Partner Session: Smarter Search: How to find the right candidates faster

- The current state of the employment market
- How SEEK's tech is making job searching easier
- How to get the most from SEEK's job search
- Useful resources to help you better attract candidates

Rob Clark, New Zealand Country Manager, SEEK

10:40am Government Case Study: Titiro whakamuri, Kōkiri whakamua. Looking back to accelerate forward

- Powerful values that are more than just words on the wall
- Being guided by Te Ao Māori throughout the employee journey
- Growing interactions that grow mana

Theresa Rongonui, *Director Learning and Organisation Development* **New Zealand Trade and Enterprise**

11:00am Morning Tea and Networking Break

11:20am Concurrent Roundtable Discussions



Roundtable 1

How to create new People Pathways in the New Zealand Public Service

Unlock hidden stories and change mindsets to drive organisational agility that adapts to changing workforce needs.

By building Talent Marketplaces and Career Hubs, and offering Career Trajectories and Gigs, those leaders who align digital acceleration with the empathy imperative – using technology to serve their people and better accomplish their agency's purpose – will create new people pathways that support their organisational strategy.

Allyson Skene, *APJ Head of HCM Strategy, Workday*

Roundtable 2

Laws of Attraction: What candidates and employees really want now

In this tight talent market, understanding candidate and employee expectations has never been so critical. This roundtable will delve into the drivers that attract people to roles and encourage them to stay, drawing upon unique New Zealand data from SEEK's comprehensive Laws Of Attraction study.

Rob Clark, *New Zealand Country Manager, SEEK*

Roundtable 3

The Great Reset - Hybrid workforces and new ways of working... and leading

- What comes next and what's the new 'normal' looking like?
- Hybrid working requiring new ways of thinking
- How can organisations foster culture, connections, collaboration, and creativity?

John McKeefry, *Strategic Partnerships Manager, AskYourTeam*

12:20pm Panel Discussion: Upskilling as the Key to Employee Wellbeing



- How can investing in upskilling future-proof your organisation?
- How do you utilise upskilling to create a healthier, happier workforce?
- How do you capitalise on shared adversity and new ways of working to change the conversation about health and wellbeing?
- What are your top tips for supporting your workforce through ongoing change?

Laura Dixon, *Director People & Capability, Ministry for the Environment*

Dr Ann Cronin, *Head of Organisational Learning, New Zealand Police*

Janet Upton, *Manager Project Capability, Land Information New Zealand*

Mike Russell, *Manager, Public Sector and Local Government, AskYourTeam*

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1:00pm Closing remarks from Chair and Networking Lunch

// Your Inspiring Speakers



QLD

SALLY LOWE

*Assistant Director APS Centre
of Excellence for Workforce
Planning*

**Australian Public Service
Commission**



QLD

SANDRA LERCH

*Executive Director Strategic
Workforce Futures*

**Queensland Public Service
Commission**



QLD

NATALIE TOWNSEND

Chief People Officer

**Residential Tenancies
Authority**



QLD

VANJA TERZIC

*Manager Employee
Development Program*

**Department of Transport
and Main Roads**



QLD

ALARNA LANE-MULLINS

*Chief People and Culture
Officer*

**Department of Transport
and Main Roads**



QLD

JENNI PAIN

*Director Strategic Policy &
Insights*

**Australian Financial Security
Authority**



QLD

TAMARA LUTVEY

Partner

Ashurst



QLD

GRETA BRADMAN

*Head of Zero Wasted
Potential*

Reejig



QLD

PETER GRANT

Partner

Bnimble

// Explore the Agenda - QLD

8:30am Registration and Networking Coffee

9:00am Opening from Public Sector Network & Icebreaker

9:10am Welcome from Chair: Transforming HR to Meet the Demands of Tomorrow

- Embracing disruption as an opportunity for innovation within the HR space
- Determining key areas of focus for a successful transformation journey

Tamara Lutvey, *Partner*, Ashurst

9:20am Government Keynote: Reviewing and Tackling Key Workforce Challenges Within the Public Sector



- Attracting, building and retaining skills and expertise within the public sector
- Embracing data, technology and flexible workforce models in the current markets
- Strengthening purposeful leadership for employee satisfaction

Sally Lowe, *Assistant Director APS Centre of Excellence for Workforce Planning*, Australian Public Service Commission

9:40am Platinum Partner Session: Zero Wasted Potential, your competitive advantage in Public Services

- What is Zero Wasted Potential
- Embracing data and technology to power skills and jobs visibility
- A competitive advantage in attracting, retaining and skilling talent at scale

Greta Bradman, *Head of Zero Wasted Potential*, Reejig

10:00am Government Case Study: Building Capability to Create Wellbeing In Your Organisation



- Recognising your workforce as the critical asset for achieving organisational goals
- Understanding the human aspect of your workforce
- Combining people, systems and processes to modernise your workforce

Sandra Lerch, *Executive Director Strategic Workforce Futures*, Queensland Public Service Commission

10:20am Gold Partner Session: The Future of Government - Weathering the perfect storm by investing in our capability

- The public service is facing disruptive pressures from all sides. The community want innovative new services. Our people want careers in emerging disciplines as well as new levels of workplace flexibility. Leaders want innovation - all with a minimal investment.
- For many this looks like a challenge - but really its a wonderful opportunity.
- Let's change the narrative and bring our people and our stakeholders on this exciting journey.

Peter Grant, *Partner*, Bnimble

10:40am Government Case Study: Improving Employee Engagement Through Business Transformation



- Reviewing the correlation between employee engagement and digital transformation
- Fostering a culture that embraces change and digital innovation
- Empowering employees with the skills required to sustain ongoing digital change

Natalie Townsend, *Chief People Officer*, **Residential Tenancies Authority**

11:00am Morning Tea and Networking Break

11:20am Concurrent Roundtable Discussions



Roundtable 1

How to achieve Zero Wasted Potential in Public Services with workforce intelligence

To win in the new world of work, Public Services need a Zero Wasted Potential strategy. This means having two-way visibility over the skills and jobs within your workforce, so you can get the right skills in the right place at the right time. Join a practical session on how public services can leverage workforce intelligence to achieve Zero Wasted Potential in people, business and society.

Greta Bradman, *Head of Zero Wasted Potential*, **Reejig**

Roundtable 2

Employee Engagement - Your Organisations Neglected 3rd Child?

Employee engagement is receiving more attention than ever before. Great engagement, however, is an organisational capability that reaches across everything that you do. Is your organisation truly aligned and working together to be able to facilitate great employee engagement? The answer might not be what you think. In this roundtable we will walk through a simple way to assess your entire organisation's impact on employee engagement and understand those things that will matter most.

Peter Grant, *Partner*, **Bnimble**

12:20pm Panel Discussion: Upskilling as the Key to Employee Wellbeing



- How can investing in upskilling future-proof your organisation?
- How do you utilise upskilling to create a healthier, happier workforce?
- How do you capitalise on shared adversity and new ways of working to change the conversation about health and wellbeing?
- What are your top tips for supporting your workforce through ongoing change?

Vanja Terzic, *Manager Employee Development Program*, **Department of Transport and Main Roads**

Alarna Lane-Mullins, *Chief People and Culture Officer*, **Department of Transport and Main Roads**

Jenni Pain, *Director Strategic Policy & Insights* **Australian Financial Security Authority**

1:00pm Closing remarks from Chair and Networking Lunch

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// Your Inspiring Speakers



VIC

LIANA TRAJANOVSKI

*Assistant Director APS
Workforce Strategy*

**Australian Public Service
Commission**



VIC

REBECCA GAUCI MAURICI

Director Capability and Culture

Cenitex



VIC

MELANIE LEGGIERO

Change Manager

Cenitex



VIC

CAROLINE MONZON

*Executive Director People
and Culture*

Development Victoria



VIC

ANDREW KEEN

*Executive Director People,
Culture, and Corporate*

WorkSafe Victoria



VIC

TONY MAGUIRE

Regional Director ANZ

D2L



VIC

SONJA TIMMS

*Director People and Culture
Operations*

**Department of Environment,
Land, Water and Planning**



VIC

REBECCA QUINN

Director People and Culture

Parks Victoria



VIC

TEGAN DAVIES

General Manager
The Oranges Toolkit



VIC

JON LOVELL

Partner
Ashurst



VIC

GRETA BRADMAN

*Head of Zero Wasted
Potential*

Reejig

// Explore the Agenda - VIC

8:30am Registration and Networking Coffee

9:00am Opening from Public Sector Network & Icebreaker

9:10am Welcome from Chair: Transforming HR to Meet the Demands of Tomorrow

- Embracing disruption as an opportunity for innovation within the HR space
- Determining key areas of focus for a successful transformation journey

Jon Lovell, *Partner*, Ashurst

9:20am Government Keynote: Reviewing and Tackling Key Workforce Challenges Within the Public Sector



- Attracting, building and retaining skills and expertise within the public sector
- Embracing data, technology and flexible workforce models in the current markets
- Strengthening purposeful leadership for employee satisfaction

Liana Trajanovski, *Assistant Director APS Workforce Strategy*, Australian Public Service Commission

9:40am Platinum Partner Session: Zero Wasted Potential, your competitive advantage in Public Services

- What is Zero Wasted Potential
- Embracing data and technology to power skills and jobs visibility
- A competitive advantage in attracting, retaining and skilling talent at scale

Greta Bradman, *Head of Zero Wasted Potential*, Reejig

10:00am Government Case Study: An Accelerated Journey to the Future of Work



- Designing change for employees with employees
- Leveraging human centred ways of working
- Creating stability and providing care in the face of uncertainty

Rebecca Gauci Maurici, *Director Capability and Culture*, Cenitex

Melanie Leggiero, *Change Manager*, Cenitex

10:20am Gold Partner Session: One size does not fit all: Building workplace wellbeing in the public sector

- Understanding that when experiencing change, individuals and organisations will respond in a wide variety of ways
- Exploring how to build emotional agility in the public sector through flexible solutions that empower employees to find their best fit
- Learning The Oranges Toolkit's '5 C's for Change' framework for leaders to promote employee wellbeing, especially during change and uncertainty

Tegan Davies, *General Manager*, The Oranges Toolkit

10:40am Government Case Study: Leadership and Capabilities in the ‘New World’ of Work

- Adopting new skills and capabilities to navigate through uncertainty and operate effectively
- Understanding critical steps for aligning your organisation with the future of work
- Maximising the opportunities for cultural change within your organisation

Rebecca Quinn, *Director People and Culture, Parks Victoria*

11:00am Morning Tea and Networking Break

11:20am Concurrent Roundtable Discussions



Roundtable 1

Creating emotional agility to power performance through change

- Drawing the connection between emotional agility and performance and productivity
- Understanding the role of self, leaders, and systems in creating psychologically safe and adaptive workplaces
- Driving cultural change to create sustainable employee wellbeing
- Applying flexible, evidence-based frameworks to support practical application of wellbeing science across a multitude of settings

Tegan Davies, *General Manager, The Oranges Toolkit*

Roundtable 2

How to achieve Zero Wasted Potential in Public Services with workforce intelligence

To win in the new world of work, Public Services need a Zero Wasted Potential strategy. This means having two-way visibility over the skills and jobs within your workforce, so you can get the right skills in the right place at the right time. Join a practical session on how public services can leverage workforce intelligence to achieve Zero Wasted Potential in people, business and society.

Greta Bradman, *Head of Zero Wasted Potential, Reejig*

Roundtable 3

Build better learning experiences to attract, engage and retain new talent

This round table will focus specifically on how to create digital and hybrid learning experiences that enable you to attract, engage and retain new talent in a post-pandemic world.

Tony Maguire, *Regional Director ANZ, D2L*

12:20pm Panel Discussion: Upskilling as the Key to Employee Wellbeing



- How can investing in upskilling future-proof your organisation?
- How do you utilise upskilling to create a healthier, happier workforce?
- How do you capitalise on shared adversity and new ways of working to change the conversation about health and wellbeing?
- What are your top tips for supporting your workforce through ongoing change?

Caroline Monzon, *Executive Director People and Culture, Development Victoria*

Andrew Keen, *Executive Director People, Culture, and Corporate, WorkSafe Victoria*

Sonja Tymms, *Director People and Culture Operations, Department of Environment, Land, Water and Planning*

Tony Maguire, *Regional Director ANZ, D2L*

1:00pm Closing remarks from Chair and Networking Lunch

[**CLICK HERE TO REGISTER**](#)



// Your Inspiring Speakers



WA

HEATHER PYE

*Assistant Director APS
Diversity and Inclusion
Strategy*

**Australian Public Service
Commission**



WA

JOHAN NEL

*Associate Director Human
Resources*

**University of Western
Australia**



WA

RUCHICA KAPOOR

*People and Organisation
Development Business
Partner*

Department of Transport



WA

JULIA CHAPMAN

*Manager Organisational
Development*

**Department of Primary
Industries and Regional
Development**



WA

MORGAN MARSH

*Executive Director Corporate
and Business Services*

**Department of Biodiversity,
Conservation and
Attractions**



WA

VICKY DIMANOPOULOS

*Manager Organisational
Development*

**Insurance Commission of
Western Australia**



WA

JULIA SUTHERLAND

Partner

Ashurst



WA

MIRANDA MCLAREN

Co-Founder

Bnimble

// Explore the Agenda - WA

9:00am Opening from Public Sector Network

9:10am Welcome from Chair: Transforming HR to Meet the Demands of Tomorrow

- Embracing disruption as an opportunity for innovation within the HR space
- Determining key areas of focus for a successful transformation journey

Julia Sutherland, *Partner*, Ashurst

9:20am Government Keynote: Reviewing and Tackling Key Workforce Challenges Within the Public Sector



- Attracting, building and retaining skills and expertise within the public sector
- Embracing data, technology and flexible workforce models in the current markets
- Strengthening purposeful leadership for employee satisfaction

Heather Pye, *Assistant Director APS Diversity and Inclusion Strategy*, Australian Public Service Commission

9:40am Government Case Study: The Future World of Work: Metaverse and its Potential Applications to our Future Work Environments



- Reviewing the correlation between employee engagement and digital transformation
- Fostering a culture that embraces change and digital innovation
- Empowering employees with the skills required to sustain ongoing digital change

Johan Nel, *Associate Director Human Resources*, University of Western Australia

10:00am Gold Partner Session: Organisation ... Interrupted

Government today is dealing with an unprecedented storm fueled by evolving ecosystem dynamics. Pressure from the workforce within and expanding expectations from constituents for digital readiness are driving a need to be organisationally ready for an unknown tomorrow. This, while dealing with possibly the biggest workforce challenges in our careers. As HR and management professionals how do we ensure that our organisations are ready and able to work with us to attract, retain and inspire an engaged workforce. In this presentation we will outline the organisational capabilities that will either support or undermine your current workplace initiatives and to help springboard a different leadership conversation.

Maranda McLaren, *Co-Founder*, Bnimble

10:20am **Panel Discussion: Upskilling as the Key to Employee Wellbeing**



- How can investing in upskilling future-proof your organisation?
- How do you utilise upskilling to create a healthier, happier workforce?
- How do you capitalise on shared adversity and new ways of working to change the conversation about health and wellbeing?
- What are your top tips for supporting your workforce through ongoing change?

Julia Chapman, *Manager Organisational Development*, **Department of Primary Industries and Regional Development**

Morgan Marsh, *Executive Director Corporate and Business Services*, **Department of Biodiversity, Conservation and Attractions**

Vicky Dimanopoulos, *Manager Organisational Development*, **Insurance Commission of Western Australia**

11:00am **Closing remarks from Chair**

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// Your Inspiring Speakers



NSW

JOSH FAULKNER

Director Employee Experience

Department of Customer Service



NSW

DONNA MCLEOD

Director Workforce Capability and Talent

Department of Regional NSW



NSW

AMANDA PATERSON

Manager Recruitment

Department of Regional NSW



NSW

CHRISTALLA MICHAEL

Executive General Manager, People, Culture & Safety

Landcom



NSW

SIOBHAN SAVAGE

CEO & Co-Founder

Reejig



NSW

SAM BASSILY

Director, Workforce Strategy & Mobility

Sydney Metro



NSW

SUE BORHAN

Director Workplace Effectiveness and Culture

NSW Police



NSW

TRENT SEBBENS

Partner

Ashurst



NSW

SARIKA BHANA

Senior Manager

Grosvenor Performance Group



NSW

ALLYSON SKENE

APJ Head of HCM Strategy

Workday

// Explore the Agenda - NSW

8:30am Registration and Networking Coffee

9:00am Opening from Public Sector Network & Icebreaker

9:10am Welcome from Chair: Transforming HR to Meet the Demands of Tomorrow

- Embracing disruption as an opportunity for innovation within the HR space
- Determining key areas of focus for a successful transformation journey

Trent Sebbens, *Partner*, Ashurst

9:20am Government Keynote: Understanding Human Value in the Future of Work



- Recognising your workforce as the critical asset for achieving organisational goals
- Understanding critical steps for aligning your organisation with the future of work
- Combining people, systems and processes to modernise your workforce

Josh Faulkner, *Director Employee Experience*, Department of Customer Service

9:40am Platinum Partner Session: Putting People and Skills at the centre of the Public Service in Australia

- Value, Inclusion, Belonging and Equity for All
- Cultivating a Fast, Fluid and Frictionless digital experience
- Enhancing Employee Experiences
- Building Agile Organisations
- Tapping into the Skills Imperative

Allyson Skene, *APJ Head of HCM Strategy*, Workday

10:00am Government Case Study: Accelerating Workforce Resilience, Agility and Capability Through Artificial Intelligence



- Implementing artificial intelligence to better map the external and internal talent ecosystem
- Streamlining the recruitment process to attract the right talent
- Fostering a culture that embraces change and digital innovation

Donna Mcleod, *Director Workforce Capability and Talent*, Department of Regional NSW

Amanda Paterson, *Manager Recruitment*, Department of Regional NSW

10:20am Gold Partner Session: The roadmap to a future-proofed workforce

The world is changing. How prepared are you for the workforce of the future?

- In this session we will explore how current workforce models fail us, and explore a roadmap that uses logic to future-proof the workforce.
- Tracking, monitoring and managing the skills and capabilities of the workforce can be problematic, especially with a view to positioning the workforce for the nature and types of future work.
- Common models and frameworks for skills and capabilities are anchored to roles rather than the individuals that occupy roles. And, they do not include aptitudes, attitudes and proficiency levels.
- This is likely to be the primary differentiator between organisations that lean into the future and manage the workforce strategically, and those that manage reactively.

Sarika Bhana, *Senior Manager, Grosvenor Performance Group*

10:40am Government Case Study: The Pandemic and Workforce Needs: Why Now is a Crucial Time to Invest in Your Workforce

- Reviewing the impact of COVID-19 on your current workforce model
- Understanding how automation, globalisation and artificial intelligence impact your workforce
- Addressing your organisation's talent short with reskilling and upskilling

Christalla Michael, *Executive General Manager, People, Culture & Safety, Landcom*

11:00am Morning Tea and Networking Break**11:20am Concurrent Roundtable Discussions****Roundtable 1****How to create new People Pathways in the Australian Public Service**

Unlock hidden stories and change mindsets to drive organisational agility that adapts to changing workforce needs.

By building Talent Marketplaces and Career Hubs, and offering Career Trajectories and Gigs, those leaders who align digital acceleration with the empathy imperative – using technology to serve their people and better accomplish their agency's purpose – will create new people pathways that support their organisational strategy.

Allyson Skene, *APJ Head of HCM Strategy, Workday*

Roundtable 2**Utilising the untapped capabilities and aptitudes of your people**

- Practical and relatable case studies highlighting current trends and the likely future of the workforce.
- A simple approach to identifying the motivations of your workforce, and assessing the maturity of your organisation in addressing these motivations
- Innovative methods, solutions and approaches to identifying and leveraging the aptitudes of your people

Sarika Bhana, *Senior Manager, Grosvenor Performance Group*

Roundtable 3**How to achieve Zero Wasted Potential in Public Services with workforce intelligence**

To win in the new world of work, Public Services need a Zero Wasted Potential strategy. This means having two-way visibility over the skills and jobs within your workforce, so you can get the right skills in the right place at the right time. Join a practical session on how public services can leverage workforce intelligence to achieve Zero Wasted Potential in people, business and society.

Siobhan Savage, *CEO & Co-Founder, Reejig*

12:20pm Panel Discussion: Upskilling as the Key to Employee Wellbeing



- How can investing in upskilling future-proof your organisation?
- How do you utilise upskilling to create a healthier, happier workforce?
- How do you capitalise on shared adversity and new ways of working to change the conversation about health and wellbeing?
- What are your top tips for supporting your workforce through ongoing change?

Sam Bassily, *Director, Workforce Strategy & Mobility, Sydney Metro*

Sue Borhan, *Director Workplace Effectiveness and Culture, NSW Police*

Siobhan Savage, *CEO & Co-Founder, Reejig*

1:00pm Closing remarks from Chair and Networking Lunch

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// Your Inspiring **Speakers**



SA

SUE-ANN CHARLTON

Executive Director People and Performance

Department of Human Services



SA

JUDITH FORMSTON

Executive Director, People and Corporate Services

Department for Infrastructure and Transport



SA

JULIANNE CIRSON

Director Corporate Services

Department for Energy and Mining



SA

SALLY NICHOLAS

Director People and Performance

Department of Treasury and Finance



SA

ROBERT COOPER

Manager Corporate Training and Systems

Department for Child Protection



SA

VIPUL PARE

Associate Professor

Flinders University



SA

KEITH ROSCAREL

Partner

Bnimble

// Explore the Agenda - SA

9:00am Opening from Public Sector Network

9:10am Welcome from Chair: Transforming HR to Meet the Demands of Tomorrow

- Embracing disruption as an opportunity for innovation within the HR space
- Determining key areas of focus for a successful transformation journey

Vipul Pare, *Associate Professor, College of Business, Government and Law, Flinders University*

9:20am Government Keynote: Improving the Citizen Experience Through Organisational Change



- Recognising your workforce as the critical asset for improving customer experience
- Understanding critical steps for aligning your organisation with the future of work
- Combining people, systems and processes to modernise your workforce

Sue-Ann Charlton, *Executive Director People and Performance, Department of Human Services*

9:40am Gold Partner Session: Organisation ... Interrupted

Government today is dealing with an unprecedented storm fueled by evolving ecosystem dynamics. Pressure from the workforce within and expanding expectations from constituents for digital readiness are driving a need to be organisationally ready for an unknown tomorrow. This, while dealing with possibly the biggest workforce challenges in our careers. As HR and management professionals how do we ensure that our organisations are ready and able to work with us to attract, retain and inspire an engaged workforce. In this presentation we will outline the organisational capabilities that will either support or undermine your current workplace initiatives and to help springboard a different leadership conversation.

Keith Roscarel, *Partner, Bnimble*

10:00am Government Case Study: The Pandemic and Workforce Needs: Why Now is a Crucial Time to Invest in Your Workforce



- Reviewing the impact of COVID-19 on your current workforce model
- Understanding how automation, globalisation and artificial intelligence impact your workforce
- Addressing your organisation's talent short with reskilling and upskilling

Judith Formston, *Executive Director People and Corporate Services, Department for Infrastructure and Transport*

10:20am **Panel Discussion: Upskilling as the Key to Employee Wellbeing**



- How can investing in upskilling future-proof your organisation?
- How do you utilise upskilling to create a healthier, happier workforce?
- How do you capitalise on shared adversity and new ways of working to change the conversation about health and wellbeing?
- What are your top tips for supporting your workforce through ongoing change?

Julianne Cirson, *Director Corporate Services, Department for Energy and Mining*

Sally Nicholas, *Director People and Performance, Department of Treasury and Finance*

Robert Cooper, *Manager Corporate Training and Systems, Department for Child Protection*

11:00am **Closing remarks from Chair**

// **Thank You** to our Partners



Host Partner



Gold Partner

CLICK HERE TO REGISTER

// Your Inspiring Speakers



ACT

ADINA LEU

*Director APS Workforce Strategy
and Planning*

**Australian Public Service
Commission**



ACT

NICOLE LISLE

*Assistant Director APS Workforce
Planning*

**Australian Public Service
Commission**



ACT

HARRY MAHONY

Assistant Director

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Associate Director

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ALLYSON SKENE

APJ Head of HCM Strategy

Workday



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ANDREW SIMON

Chief Executive

Yellow Edge



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SCARLET BENNETT

Senior Associate

Yellow Edge



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ELISSA SPEIGHT

Partner

Ashurst

// **Explore** the Agenda - ACT

8:30am **Registration and Networking Coffee**

9:00am **Opening from Public Sector Network & Icebreaker**

9:10am **Welcome from Chair: Transforming HR to Meet the Demands of Tomorrow**

- Embracing disruption as an opportunity for innovation within the HR space
- Determining key areas of focus for a successful transformation journey

Elissa Speight, *Partner*, **Ashurst**

9:20am **Government Keynote: Reviewing and Tackling Key Workforce Challenges Within the Public Sector**



- Attracting, building and retaining skills and expertise within the public sector
- Embracing data, technology and flexible workforce models in the current markets
- Strengthening purposeful leadership for employee satisfaction

Adina Leu, *Director APS Workforce Strategy and Planning*, **Australian Public Service Commission**

Nicole Lisle, *Assistant Director APS Workforce Planning*, **Australian Public Service Commission**

9:40am **Platinum Partner Session: Putting People and Skills at the centre of the Public Service in Australia**

- Value, Inclusion, Belonging and Equity for All
- Cultivating a Fast, Fluid and Frictionless digital experience
- Enhancing Employee Experiences
- Building Agile Organisations
- Tapping into the Skills Imperative

Allyson Skene, *APJ Head of HCM Strategy*, **Workday**

10:00am **Government Case Study: Integrating diversity and inclusion within our teams**



- Diversity and inclusion as the keystone of HR practice
- Moving beyond binary thinking
- The impact of language
- The practice of allyship

Harry Mahony, *Assistant Director*, **Department of Treasury**

10:20am Gold Partner Session: The world is changing. How prepared are you for the workforce of the future?

- In this session we will explore how current workforce models fail us, and explore a roadmap that uses logic to future-proof the workforce.
- Tracking, monitoring and managing the skills and capabilities of the workforce can be problematic, especially with a view to positioning the workforce for the nature and types of future work.
- Common models and frameworks for skills and capabilities are anchored to roles rather than the individuals that occupy roles. And, they do not include aptitudes, attitudes and proficiency levels.
- This is likely to be the primary differentiator between organisations that lean into the future and manage the workforce strategically, and those that manage reactively.

Charitee Davies, *Associate Director*, **Grosvenor Performance Group**

10:40am Government Case Study: Building Organisational Capability in the Flow of Work



- Understanding the importance of organisational capability for enabling culture
- Enhancing informed decision-making through in the flow experiences
- Reflecting on key skills your HR professionals need to support organisational capability

Chelsea Cook, *Director People and Organisational Development*, **IP Australia**

11:00am Morning Tea and Networking Break

11:20am Concurrent Roundtable Discussions



Roundtable 1

How to create new People Pathways in the Australian Public Service

Unlock hidden stories and change mindsets to drive organisational agility that adapts to changing workforce needs.

By building Talent Marketplaces and Career Hubs, and offering Career Trajectories and Gigs, those leaders who align digital acceleration with the empathy imperative – using technology to serve their people and better accomplish their agency's purpose – will create new people pathways that support their organisational strategy.

Allyson Skene, *APJ Head of HCM Strategy*, **Workday**

Roundtable 2

Utilising the untapped capabilities and aptitudes of your people

- Practical and relatable case studies highlighting current trends and the likely future of the workforce.
- A simple approach to identifying the motivations of your workforce, and assessing the maturity of your organisation in addressing these motivations
- Innovative methods, solutions and approaches to identifying and leveraging the aptitudes of your people

Charitee Davies, *Associate Director*, **Grosvenor Performance Group**

Roundtable 3

How to achieve Zero Wasted Potential in Public Services with workforce intelligence

To win in the new world of work, Public Services need a Zero Wasted Potential strategy. This means having two-way visibility over the skills and jobs within your workforce, so you can get the right skills in the right place at the right time. Join a practical session on how public services can leverage workforce intelligence to achieve Zero Wasted Potential in people, business and society.

Daniel Ridd, *Head of Sales and Partnerships, Reejig*

Roundtable 4

Adaptability for Employee Wellbeing and Performance

In this roundtable, we will:

- Reframe 'wellbeing' through the lens of adaptability
- Discuss wellbeing as a collective, not just as individuals
- Share experiences and understand your own adaptability quotient to approach wellbeing in new ways

Andrew Simon, *Chief Executive, Yellow Edge*

Scarlet Bennett, *Senior Associate, Yellow Edge*

12:20pm Panel Discussion: Upskilling as the Key to Employee Wellbeing



- How can investing in upskilling future-proof your organisation?
- How do you utilise upskilling to create a healthier, happier workforce?
- How do you capitalise on shared adversity and new ways of working to change the conversation about health and wellbeing?
- What are your top tips for supporting your workforce through ongoing change?

Sharon Mulligan, *Director People Strategy People Services Branch, Department of Veterans' Affairs*

Lisa Krakowiak, *Director Workforce Planning and Analytics, Department of Agriculture, Water and the Environment*

Claire Firat, *Director Learning Delivery and Evaluation, Department of Defence*

Daniel Ridd, *Head of Sales and Partnerships, Reejig*

1:00pm Closing remarks from Chair and Networking Lunch

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