



VIC HR Innovation Showcase 2023

Empowering a Future Ready Workforce in the
Public Sector

Wednesday, 1 February 2023

Melbourne

Agenda at a Glance

The workforce is in a state of continuous transformation. From hybrid working to digital enhancements and shifting employee priorities, workplace transformation is more than just a buzz word, and the rate of change is increasing rapidly. While these times of change and disruption can create real challenges for government organisations, they can also present opportunities to attract the best talent, retain existing employees and improve business performance.

As the nature of work changes, so too should HR within Victorian government. A trusted public sector that delivers exceptional outcomes for citizens is one that is innovative, adaptive and connected. This means a workforce that is inclusive, high-performing and engaged, with initiatives led by empowering and engaged leadership.

The **2023 Victorian HR & Future of Work Showcase** will delve into how government departments can embrace workplace disruptors to stimulate innovation within Victoria. This state-specific program will explore key projects, best-practice and insights to demonstrate how government can sustain their transformation trajectory and build a world-class workforce.

Who You'll Meet

Chiefs/Directors/Heads/Managers of:

- Human Resources
- People and Culture
- Workforce Capability
- Diversity and Inclusion
- Talent Acquisition
- Workforce Strategy
- Learning and Development
- Workplace Analytics

Benefits of Attending



Experience 10 intimate and interactive sessions on the latest workforce challenges, including talent attraction, diversity and inclusion and employee experience



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



Hear about the latest HR and workforce strategies being implemented at leading departments



Network with your fellow public sector HR and People leaders within your state

Your Inspiring **Speakers**



Amanda Flouch
Partner Consulting

Deloitte



Sarah Rogers
Partner

**Deloitte Consulting
Workforce
Transformation**



Monique Bateman
*Director Workforce, Public
Health*

**Victorian Department of
Health**



Antoinette Battista
*Executive Director
People and Culture*

**Department of
Transport and Planning**



Marg Burge
*Executive Director People
and Culture*

Department of Health



Sharon Copeland-Smith
*Executive Director, Strategic
Corporate Services*

Cenitex



Deb Fankhauser
*General Manager
People and
Stakeholders*

Lower Murray Water



Leonie Millard
*Group Manager, Culture,
Change and Capability*

**Department of Energy,
Environment and Climate
Action**



Tina Parras
*Director Organisational
Development and Talent
Acquisition*

**Department of Transport
and Planning**



Allison Piper
*Director Projects,
Operations and People*

**Department of Jobs,
Precincts and Regions**



Rebecca Quinn
Director People and Culture

Parks Victoria



Emily Sloan
*Assistant Director - Workforce
Planning Workforce
Modernisation Branch*

Services Australia



Rachel Tulia
*Executive Director
Corporate Delivery
Services Group*

**Department of
Government Services**



Katrina Bolovan
Principal Consultant

Davidson HR Consulting



David Baber
Partner

Fisher Leadership



Dale Bracegirdle
*Partner, Leadership
Development &
Wellbeing*

CLA Solutions



Andy Corbett
Managing Director, Advisor

**CorbettPrice, Public Sector
Network**



Allyson Skene
Senior Director, Office of CHRO

Workday APJ

8:00am Registration and Networking Coffee

9:00am Welcome from Public Sector Network

9:10am Welcome from the Chair: **Embracing Transformation to Create a Better Workforce of Tomorrow**

- Embracing disruption as an opportunity for holistic innovation starting with HR
- Intertwining workforce strategy with business strategy to create a modern government organisation
- Building modern HR capabilities to enable responsiveness to strategic workforce challenges in 2023

Amanda Flouch, *Partner Consulting, Deloitte*

9:25am Government Keynote: **Creating the Competitive Edge: Getting a Grip on Talent in the Face of Australia's Best Workplaces**



- Placing workforce at the heart of organisational transformation
- Fostering a culture that nurtures employee engagement to improve business outcomes
- Managing change in the work landscape through purposeful leadership

Sharon Copeland-Smith, *Executive Director, Strategic Corporate Services, Cenitex*

Partner Session: **Build High Performance Teams with Empowered Employees**

9:45am

- Empower leaders at every level with personalised data-driven tools
- Create personalised action plans to improve engagement on teams
- Confidential two-way conversations and open dialogue
- Forecast your risk in real-time and help your leaders take action

Allyson Skene, *Senior Director, Office of CHRO, Workday APJ*

10:05am Morning Tea and Networking Break

10:35am Government Case Study: **The Department of Transport's Response to Meeting Key Workforce Challenges**

- Identifying critical workforce skills to support organisational capability
- Responding to increased competition in the employee market by building recruitment capacity and capability
- Creating DoT's Employee Value Proposition

Antoinette Battista, *Executive Director People and Culture, Department of Transport and Planning* & **Tina Parras**, *Director Organisational Development and Talent Acquisition, Department of Transport and Planning*

10:55am Government Keynote: **Diversity, Equity and Inclusion: Moving Beyond Buzzwords to Proper Implementation**



- Implementing diversity, equity and inclusion (DEI) strategies in a rapidly changing environment
- Adopting evidence-based, metrics-driven practices to monitor progress of DEI efforts and drive change
- Taking an 'employee-first' approach when it comes to designing a sustainable DEI strategy within your organisation

Marg Burge, *Executive Director People and Culture, Department of Health*

11:15am



Panel Discussion: **Fostering a Culture that Enables Employee Engagement to Improve Business Outcomes**

- What have you found most challenging about supporting your organisational culture in a hybrid working environment?
- What role does leadership play in instilling a culture of flexibility and resilience in the face of ongoing disruptive change?
- How do you successfully move beyond policy to implementation when it comes to creating a culture shift?
- What can HR leaders do to ensure the organisation maintains a strong culture in the face of future change and disruption?

Deb Fankhauser, *General Manager People and Stakeholders*, Lower Murray Water

Leonie Millard, *Group Manager, Culture, Change and Capability*, Department of Energy, Environment and Climate Action

Rachel Tulia, *Executive Director Corporate Delivery Services Group*, Department of Government Services

Facilitated by Sarah Rogers, *Partner*, Deloitte Consulting Workforce Transformation

11:55am

Lunch and Networking Break

12:55am

Concurrent Roundtables:

Roundtable 1: Enabling managers to own engagement

Enabling and empowering manager to be engaged and involved, driving positive changes to create an inclusive culture of belonging

- What role are your managers expected to play in regards to improving employee experience?
- What are some of the barriers you've observed of have been told about that prevent managers from taking more than a participatory role in relation to Employee Experience initiatives?
- What kind of information about employee experience do you provide and how often do you provide it? Do you encounter any issues/pushback with respect to trust and transparency?
- How technology can help managers action plan effectively

Facilitated by Allyson Skene, *Senior Director, Office of CHRO*, Workday APJ

Roundtable 2: Jobs of the Future: Future-Proofing Your Strategic Workforce Plan

- Identifying emerging roles and skills is critical to developing a Strategic Workforce Plan.
- In this session, we will discuss new roles and skills emerging – and expected to emerge – in the next 5 years, with consideration to the Changing Expectations of our community, Advances in Technology, Societal and Geo-political pressure and Changing Work.

Facilitated by Emily Sloan, *Assistant Director – Workforce Planning Workforce Modernisation Branch*, Services Australia

Roundtable 3: 'The Great Attrition': Looking Within To Elevate Your Current Workforce

Don't let employee attrition become your organisation's downfall - join us and discover how you can turn this situation around, reignite passion in the workforce, AND take immediate action to make sure you get lasting results. Our interactive roundtable is full of expert advice on everything from retention strategies through to creating a culture that staff won't want to walk away from – don't miss out on transforming Attrition into Attraction!

Following the event, participants will receive a report outlining the actions they can take to look within and elevate their workforce.

Facilitated by Andy Corbett, *Managing Director*, CorbettPrice & Advisor, Public Sector Network

Roundtable 4: Reskilling and Upskilling Your Workforce for the Digital Age

- Taking the skills of today and making them relevant for the future
- Aligning our people's digital skills and mindset with the organisation's strategy
- Upskilling needs to become a way of life and we need our people to be resilient and up for continuing to change the way that we do our work
- Not just in the workplace, but also how we live our lives. Healthcare, banking, on-line shopping, virtual education.... etc
- About the ability to unlearn what we have known for years, and learn new ways of working with digital tools

Facilitated by Tina Parras, *Director Organisational Development and Talent Acquisition*, Department of Transport and Planning

Roundtable 5: The Great Talent Search: Attracting and Retaining the Right Talent in a Hyper Competitive Landscape

- Innovation and 'outside the box thinking' to tackle key recruitment challenges facing the public sector
- Understanding your Employer Value Proposition
- Optimising Talent Acquisition effort to maximise results

Facilitated by Katrina Bolovan, *Principal Consultant*, Davidson HR Consulting

Roundtable 6: Embracing a culture of Diversity and Inclusion

Facilitated by Dale Bracegirdle *Partner, Leadership Development & Wellbeing*, CLA Solutions & **David Baber**, *Partner*, Fisher Leadership

2:10pm Government Keynote: **Future of Work is Dynamic and Leadership Has Never Been More Important**

- Leadership in a Hybrid environment to bring out the best in our people
- Developing leaders to succeed in the hybrid environment
- Leading by example to drive contemporary leadership in a VUCA world

Deb Fankhauser, *General Manager People and Stakeholders*, Lower Murray Water

2:30pm Panel Discussion: **The Great Talent Search: Attracting and Retaining the Right Talent in a Hyper Competitive Landscape**

- How have you approached the current talent challenge within your organisation?
- How have you balanced the needs of your current workforce with those of incoming employees?
- How have you utilised technology to complement your business and employment retention strategy?
- What are your best practice tips for creating a culture that nurtures and attracts talent?



Monique Bateman, *Director Workforce, Public Health*, Victorian Department of Health

Allison Piper, *Director Projects, Operations and People*, Department of Jobs, Precincts and Regions

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

Facilitated by Sarah Rogers, *Partner*, Deloitte Consulting Workforce Transformation

3:10pm **Closing Remarks**

3:30pm **Event Close**

Thank You to our Partners

Chair



Platinum



Gold



Bronze



Bronze



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I left feeling inspired to do more not only in my workplace though speak with our ELT about where we can collaborate to make changes with other organisations across the VPS. Hearing so many of the speakers passionate about the roles they play across their organisations and the love and support they have for the teams they work alongside truly rubbed off.

Sustainability Victoria

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The PSN roadshow was well organised and executed, with topical content and interesting speakers, great communication and discussions on the day. We made some meaningful connections and intend to continue working with PSN!.

Oranges Toolkit



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