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HR Innovation Roadshow 2024

Enabling High-Performance Teams and a
Thriving Workforce in the ANZ Public Sector

February 14 - 29, 2024
NSW | QLD | ACT | SA
WA | VIC | NZ

[Publicsectornetwork.com](https://publicsectornetwork.com)

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Enabling High-Performance Teams and a Thriving Workforce in the ANZ Public Sector

The public sector workforce is undergoing a massive transformation. A key driver for this transformation is its people and technology. There are mandates in review to include more work flexibility, tools to show clear career pathways, digital disruption to collaborate between human and technological resources and wellbeing initiatives to alleviate fatigue and stress. There is an employee-based focus that is encouraging growth within the public sector workforce to both attract new talent and retain current talent.

With this current transformation in process, the **HR Innovation Roadshow 2024** is designed to equip public sector HR with the tools to build high-performing teams and deliver outcomes that benefit the country and state. Across seven major cities, each state-specific program will showcase key projects, best-practice, and insights to demonstrate how government can sustain its transformation trajectory and build a world-class workforce.

[VIEW THE WEBSITE](#)



Who You'll Meet

This series is designed for professionals involved in:

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

Benefits of Attending



Benchmark against top case studies from public sector organisations that focus on tangible outcomes that you can implement in your organisation immediately



Exclusive networking opportunities through increased interactivity to connect and collaborate with your peers and other experts

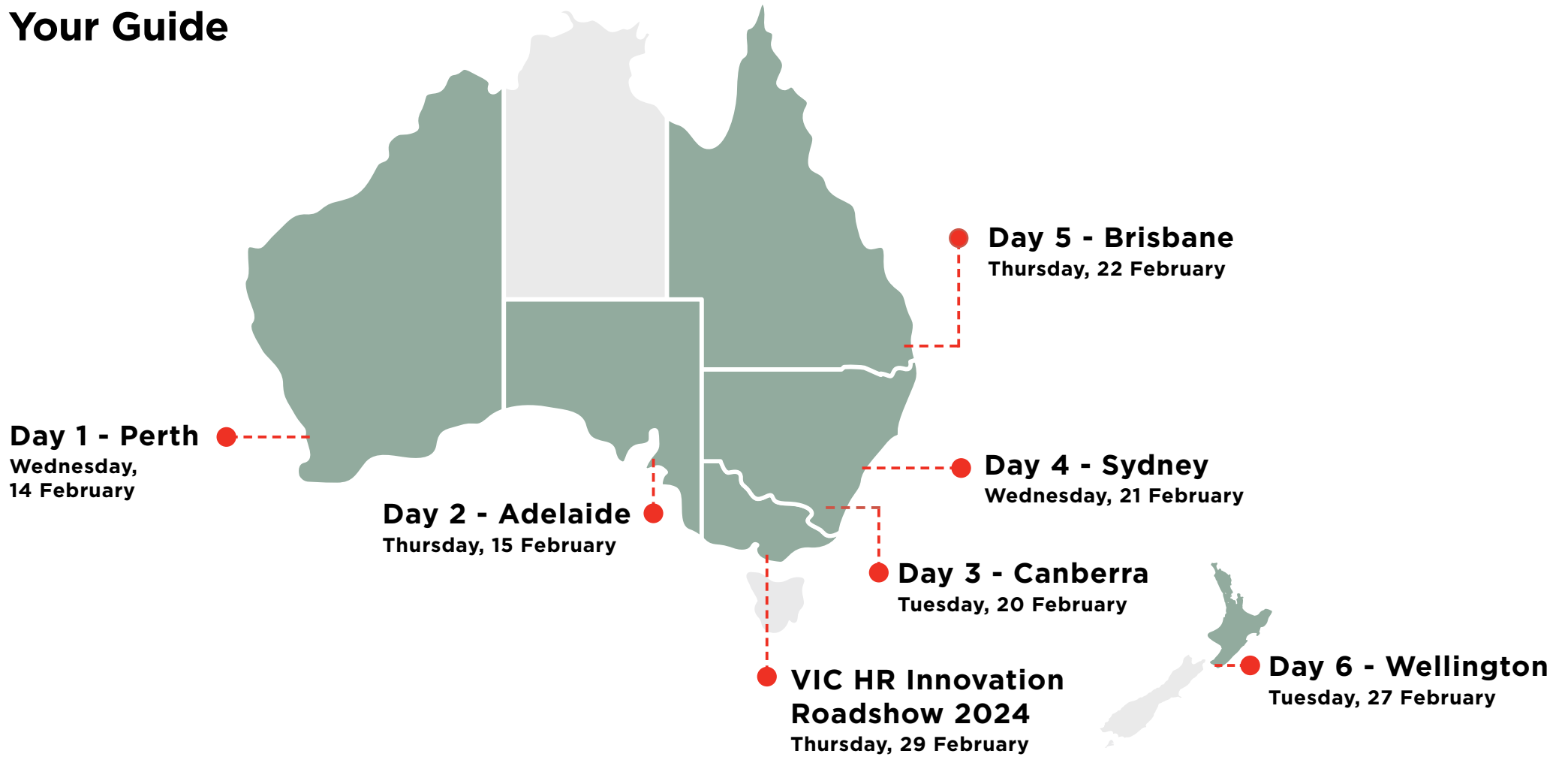


Hear from thought leaders and keynote speakers on strategies and initiatives they are implementing to create a dynamic workforce in their organisation



Learn key takeaways on HR transformation projects

Your Guide



2023 Snapshot



721

Delegates



51

Speakers



29

Case Studies



8

Partners

Your Inspiring Speakers - WA



ISABEAU KORPEL

Executive Director People & Culture

Department of Transport



COLETTE YOUNG

Executive Director

WA Country Health Service



SARAH KEMP

Deputy Registrar

Department of Registrar



FIONA NOTLEY

Chief Operating Officer

Curtin University



MARK BURGESS

Executive Director Corporate Services

Department of Water and Environmental Regulation



DON HOLLEY

Partner

RSM Australia



SARAH HAWKINS

Customer Engagement Director | Co-Lead of Perth Business Womens Network | SAP Coach

SAP SuccessFactors



HOLLY BRAILSFORD

CEO & Co-founder

Brancher



AMIT KABRA

Partner

RSM Australia



BECKY TYLER

Head of Public Sector

Linkedin



Explore the Agenda - WA

Wednesday, 14 February 2024

8:30am Registration and Networking Coffee

8:55am Opening from Public Sector Network and Icebreaker

9:00am Welcome from Chair
Amit Kabra, *Partner*, RSM Australia

9:10am Government Keynote: Embracing HR Transformation in the ANZ Public Sector - Leading the Change

- Developing an HR transformation roadmap
- Innovating the approach to recruitment and organisational structure to derive the best fit and outcome for the workforce
- Identifying key areas for change to enable the best outcome for the transformation

Isabeau Korpel, *Executive Director People & Culture*, Department of Transport

9:30am Partner Session: Unlocking Employee Potential: Navigating the Path to Growth

The concept of employee potential has a profound impact on organisational growth and therefore is at the centre of almost all people practices. Making decisions about development, work allocation, hiring and internal mobility, succession planning, and more requires organisations to consider not only what an employee can do today, but also what they could be capable of in the future.

Join us for an interactive session where we'll uncover the following key aspects of the topic:

- How do organisations define employee potential?
- What methods do organisations employ to measure employees' potential, and what are the challenges associated with this measurement?
- How is information about employee potential currently used to effectively address persistent skills gaps and assemble dynamic teams?

Sarah Hawkins, *Customer Engagement Director | Co-Lead of Perth Business Womens Network | SAP Coach*, SAP SuccessFactors

9:50am Fireside Chat: Fostering a Diverse Workforce in the Australian Public Sector

- Developing an HR transformation roadmap
- Innovating the approach to recruitment and organisational structure to derive the best fit and outcome for the workforce
- Identifying key areas for change to enable the best outcome for the transformation

Colette Young, *Executive Director*, WA Country Health Service

10:10am Break

10:15am Concurrent Roundtables: An interactive opportunity to collaborate

Roundtable 1: Practical Strategies for Harnessing Employee Potential

Building on our keynote session “Unlocking Employee Potential: Navigating the Path to Growth,” this roundtable discussion will delve deeper into the practical applications of identifying and nurturing employee potential.

Sarah Hawkins, *Customer Engagement Director | Co-Lead of Perth Business Womens Network | SAP Coach*, SAP SuccessFactors

Isabeau Korpel, *Executive Director People & Culture*, Department of Transport

Roundtable 2: Attracting Talent: Crafting your Employer Brand Playbook

- What factors are essential to building a great employer brand?
- How can you connect with art of storytelling to deliver a narrative that resonates with a diverse audience?
- Tactics to assemble your dream team – how to create connections across functions and curate a shared vision & roadmap to success.

Georgia Swan, *Enterprise Account Executive*, LinkedIn

Roundtable 3: Leveraging Social, Collaborative, and Experiential Learning: The Synergy of Mentoring, Coaching, and Sponsorship in Government Organisations

- **Unlock Learning Synergy:** Go beyond formal training and explore the transformative impact of integrating social, collaborative, and experiential learning within government organisations.
- **Building a Powerful Ecosystem:** Learn how the synergy of mentoring, coaching, and sponsorship creates a powerful ecosystem for skill development and organisational growth.
- **Future-Proof Your Workforce:** Discuss proven techniques for identifying and addressing skills gaps, along with innovative re-skilling initiatives that will prepare your organisation for the challenges ahead.
- **Cultivate Employee Resilience:** Gain insights into how mentoring, coaching, and sponsorship contribute to cultivating resilience in employees, ensuring they thrive in times of change and uncertainty.

Holly Brailsford, *CEO & Co-founder*, Brancher

11:00am Morning Tea and Networking Break

11:20am Concurrent Roundtables: An interactive opportunity to collaborate

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- Gain insights into how mentoring, coaching, and sponsorship contribute to cultivating resilience in employees, ensuring they thrive in times of change and uncertainty

Holly Brailsford, *CEO & Co-founder*, Brancher

12:05pm Break

12:10pm Fireside Chat: Building a Culture of Wellbeing: Empowering the Public Sector Workforce to Deliver their Best

- Diving into key elements that organisations need to be considering when it comes to employee wellbeing
- Combatting fatigue that has been caused as a result of post COVID issues such as short staffing
- Providing wellbeing checks for staff

Sarah Kemp, *Deputy Registrar*, Department of Registrar

12:30pm Partner Session: Attracting Talent: Building your Employer Brand, it's a team sport.

- What is an employer brand and why does it matter in the public sector, now more than ever?
- Unlocking the power of human stories to connect with a broad & diverse talent pool.
- Who do you need on your team and how can HR orchestrate a winning strategy for the whole organisation?

Becky Tyler, *Head of Public Sector*, LinkedIn

12:50pm Panel Discussion: The Modern and Flexible Australian Public Sector Workforce

- Understanding the drivers that the workforce appreciates - flexible working arrangements, career progression - and incorporating them into contracts
- Highlighting the reality of the turnover in the public sector
- Combatting psychosocial risks to develop retention strategies

Fiona Notley, *Chief Operating Officer*, Curtin University

Mark Burgess, *Executive Director Corporate Services*, Department of Water and Environmental Regulation

Facilitated by Don Holley, *Partner*, RSM Australia

1:20pm Closing Remarks from Chair

Amit Kabra, *Partner*, RSM Australia

1:30pm Networking Lunch

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Your Inspiring Speakers - SA



DR EVA BALAN-VNUK

*Executive Director
Government Chief
Information Officer*

**Office of the Chief
Information Officer,
Department of Premier and
Cabinet**



SUE-ANN CHARLTON

*Executive Director People
& Performance*

**Department of Human
Services**



JANE BOOTH

*Chief People and Culture
Officer*

University of South Australia



NATALIE HICKMAN

*Project Manager - CALHN
Professional Accountability
Program*

**Central Adelaide Local Health
Network**



GRAEME JACKSON

*Executive Director People &
Corporate Services*

**Department for
Infrastructure and Transport**



CHRISTINA BORG

*Director People and
Culture*

**Courts Administration
Authority**



SARAH HAWKINS

*Customer Engagement
Director | Co-Lead of Perth
Business Womens Network |
SAP Coach*

SAP SuccessFactors



ALLYSON SKENE

APJ Head of HCM Strategy

Workday



SHARON ARDLEY

Director of Consulting

PBC Hogan



ROSS MCHUGH

Senior Account Director

Linkedin



KYFFIN THOMPSON

Partner

BDO



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

8:55am **Opening from Public Sector Network and Icebreaker**

9:00am **Welcome from the Chair**
Kyffin Thompson, *Partner*, BDO

9:10am **Government Keynote: Talent, People, and Recruitment into the Future | Digital Disruption and What Does it Mean for Public Sector HR Teams**

- Impact and implications of generative AI such as ChatGPT and its role in the workplace
- Insights into collaboration opportunities between human and technological resources to deliver better outcomes for the community
- Getting your team on board on appropriately adopt emerging technologies to make workflows more efficient

Dr Eva Balan-Vnuk, *Executive Director Government Chief Information Officer*, Office of the Chief Information Officer, Department of Premier and Cabinet

9:30am **Partner Session: Embedding ethical AI into your public sector HR and Finance teams to improve efficiencies, drive transformation and better serve citizens and employees:**

- Attracting talent
- Retaining talent
- Career growth
- Workforce diversity
- Enhanced employee experience

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

9:50am **Government Keynote: Building and Developing a Thriving Diverse Workforce | South Australian Department of Human Services**

- Going beyond the more traditional diversity elements and expanding the knowledge and approach to neurodiversity within the workplace
- Developing strategies to equip the HR team to work with a diverse workforce
- Looking into communication styles and approaches when interacting with neurodiverse team members

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

10:10am **Break**

10:15am **Concurrent Roundtables: An interactive opportunity to collaborate**

Roundtable 1: Engaging and empowering your workforce through digital transformation of employee facing systems:

- Supporting integrity through accountability and governance capabilities in a single secure platform
- Simplify and streamline administrative processes to drive cost efficiencies
- Deliver an enhanced user experience and improve internal collaboration across the public sector
- Empower staff with data insights to inform decision making within the public sector

Allyson Skene, APJ Head of HCM Strategy, Workday

Roundtable 2: Attracting Talent: Crafting your Employer Brand Playbook

- What factors are essential to building a great employer brand?
- How can you connect with art of storytelling to deliver a narrative that resonates with a diverse audience?
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Chris May, Senior Account Executive, LinkedIn

Roundtable 3: Measuring Leadership to Drive Individual and Team Performance

- The latest research demonstrates how to define and measure leadership that drives engaged teams and outcomes
- Current insights indicate leadership is driven by personality, experience and behaviour, this is measurable and improvable
- Future focused leaders in the Public Service will need to successfully demonstrate four meta competencies to build teams and deliver outcomes

Sharon Ardley, Director of Consulting, PBC Hogan

Roundtable 4: Unlocking Employee Potential: Navigating the Path to Growth

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- How is information about employee potential currently used to effectively address persistent skills gaps and assemble dynamic teams?

Sarah Hawkins, Customer Engagement Director | Co-Lead of Perth Business Womens Network | SAP Coach, SAP SuccessFactors

11:00am Morning Tea and Networking Break

11:20am Concurrent Roundtables: An interactive opportunity to collaborate

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Sarah Hawkins, *Customer Engagement Director | Co-Lead of Perth Business Womens Network | SAP Coach, SAP SuccessFactors*

12:05pm Break

12:10pm Fireside Chat: Building Psychological Safety using Peer Accountability and Tiered Intervention | A Perspective From Central Adelaide Local Health Network

- Discussion to Implementation
- Using Peer-Messengers to address low level incivility/unprofessional behaviours
- Are we having an impact
- Lesson learnt 2 years on

Natalie Hickman, *Project Manager - CALHN Professional Accountability Program*, Central Adelaide Local Health Network

12:30pm Partner Session: Attracting Talent: Building your Employer Brand, it's a team sport.

- What is an employer brand and why does it matter in the public sector, now more than ever?
- Unlocking the power of human stories to connect with a broad & diverse talent pool.
- Who do you need on your team and how can HR orchestrate a winning strategy for the whole organisation?

Ross McHugh, *Senior Account Director*, LinkedIn

12:50pm Panel Discussion: The Modern and Flexible Australian Public Sector Workforce

- Understanding the drivers that the workforce appreciates – flexible working arrangements, career progression – and incorporating them into contracts
- Highlighting the reality of the turnover in the public sector
- Combatting psychosocial risks to develop retention strategies

Graeme Jackson, *Executive Director People & Corporate Services*, Department for Infrastructure and Transport

Christina Borg, *Director People and Culture*, Courts Administration Authority

Jane Booth, *Chief People and Culture Officer*, University of South Australia

Sharon Ardley, *Director of Consulting*, PBC Hogan

Facilitated by **Kyffin Thompson**, *Partner*, BDO

1:20pm Closing Remarks from Chair
Kyffin Thompson, *Partner*, BDO

1:30pm Networking Lunch

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Your Inspiring Speakers - ACT



DANI SCHLESIER

*Assistant Commissioner
Professional and Pathways*

**Australian Public Service
Commission**



SUSAN MORIARTY

*Assistant Commissioner, HR
Operations*

Australian Taxation Office



ROBYN BLACK

Chief People Officer

**Australian Electoral
Commission**



LAURA GRAY

Director, Workplace Planning

**Department of Employment
and Workplace Relations**



CHARLIE MIDDLETON

*Chief Human Resources
Officer*

Geoscience Australia



MURRAY O'HANLON

*Acting Director, Inclusion
and Diversity Policy, People
Services Branch*

**Department of Foreign
Affairs and Trade**



SHARON ARDLEY

Director of Consulting

PBC Hogan



TIM BRYANT

*Head of SAP SuccessFactors
ANZ*

SAP SuccessFactors



DON HOLLEY

Partner

RSM Australia



ANDREW PAYZE

*National Manager - Client
Engagement*

Maxxia



BECKY TYLER

Head of Public Sector

Linkedin



SANDI SIMS

*Regional Manager - Customer
Development*

Maxxia



Explore the Agenda - ACT

Tuesday, 20 February 2024

8:30am Registration and Networking Coffee

8:55am Opening from Public Sector Network and Icebreaker

9:00am Welcome from the Chair
Don Holley, *Partner*, RSM Australia

9:10am Government Keynote: Equipping the Public Sector HR Teams with the Tools to Assist Their Workforce on Their Career Pathways

- Understanding the factors that drive talent towards your organisation – how can the HR team support the talent to progress further
- Mapping a career pathway for talent in your organisation
- Connecting talent with opportunities as skillset evolves

Dani Schlesier, *Assistant Commissioner Professional and Pathways*, Australian Public Service Commission

9:30am Partner Session: Defining and measuring high performance leadership and teams in the public sector

- In leading the future Public Service, leaders will need to be high performing, drive exceptional employee engagement and be focused on outcomes and results
- The latest innovative research demonstrates a link between a leader's effectiveness and the performance of their team
- Embedding a practice of analytics and regularly measuring leadership and team effectiveness, fosters self-awareness, transparency and builds capability across a future focused public sector

Sharon Ardley, *Director of Consulting*, PBC Hogan

9:50am Fireside Chat: Embracing HR Transformation in the Australian Public Sector - Leading the Change

- Developing an HR transformation roadmap
- Innovating the approach to recruitment and organisational structure to derive the best fit and outcome for the workforce
- Identifying key areas for change to enable the best outcome for the transformation

Susan Moriarty, *Assistant Commissioner, HR Operations*, Australian Taxation Office

10:10am Break

10:15am Concurrent Roundtables: An interactive opportunity to collaborate

Roundtable 1: Measuring Leadership to Drive Individual and Team Performance

- The latest research demonstrates how to define and measure leadership that drives engaged teams and outcomes
- Current insights indicate leadership is driven by personality, experience and behaviour, this is measurable and improvable
- Future focused leaders in the Public Service will need to successfully demonstrate four meta competencies to build teams and deliver outcomes

Sharon Ardley, *Director of Consulting*, PBC Hogan

Roundtable 2: Attracting Talent: Crafting your Employer Brand Playbook

- What factors are essential to building a great employer brand?
- How can you connect with art of storytelling to deliver a narrative that resonates with a diverse audience?
- Tactics to assemble your dream team – how to create connections across functions and curate a shared vision & roadmap to success.

John McCoy, *Senior Account Director*, LinkedIn

Roundtable 3: Unlocking Employee Potential: Navigating the Path to Growth

The concept of employee potential has a profound impact on organisational growth and therefore is at the centre of almost all people practices. Making decisions about development, work allocation, hiring and internal mobility, succession planning, and more requires organisations to consider not only what an employee can do today, but also what they could be capable of in the future.

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Tim Bryant, *Head of SAP SuccessFactors ANZ*, SAP SuccessFactors

Roundtable 4: Benchmarking the future: Measuring HR's impact

Enhancing HR strategies for tomorrow's workforce

Hear from an expert benefits provider and a federal gov. department for a dynamic discussion on how to refine your strategic decision-making and internal influence. Gain insights on articulating your EVP's financial and strategic benefits with a deep dive into public sector specific benchmarking and metrics to demonstrate ROI. Discover how measurable employee benefits can help you stand out in a competitive market with a spotlight on EV novated leases.

Sandi Sims, *Regional Manager – Customer Development*, Maxxia

Andrew Payze, *National Manager – Client Engagement*, Maxxia

11:00am Morning Tea and Networking Break

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Sandi Sims, *Regional Manager - Customer Development*, Maxxia

Andrew Payze, *National Manager - Client Engagement*, Maxxia

12:10pm Fireside Chat: Fostering an inclusive culture across global operations

- Challenges and opportunities to foster inclusion across Australia's global network of embassies and representative offices
- Creating a safe and thriving work environment in overseas environments
- Building a good evidence base – encouraging participation in diversity data reporting

Murray O'Hanlon, *Acting Director, Inclusion and Diversity Policy, People Services Branch, Department of Foreign Affairs and Trade*

12:30pm Partner Session: Attracting Talent: Building your Employer Brand, it's a team sport

- What is an employer brand and why does it matter in the public sector, now more than ever?
- Unlocking the power of human stories to connect with a broad & diverse talent pool.
- Who do you need on your team and how can HR orchestrate a winning strategy for the whole organisation?

Becky Tyler, *Head of Public Sector, LinkedIn*

12:50pm Panel Discussion: The Modern and Flexible Australian Public Sector Workforce

- Understanding the drivers that the workforce appreciates – flexible working arrangements, career progression – and incorporating them into contracts
- Highlighting the reality of the turnover in the public sector
- Combatting psychosocial risks to develop retention strategies

Charlie Middleton, *Chief Human Resources Officer, Geoscience Australia*

Robyn Black, *Chief People Officer, Australian Electoral Commission*

Laura Gray, *Director, Workforce Planning, Department of Employment and Workplace Relations*

Tim Byrant, *Head of SAP SuccessFactors ANZ, SAP Success Factors*

Facilitated by Don Holley, *Partner, RSM Australia*

1:20pm Closing Remarks from Chair

Don Holley, *Partner, RSM Australia*

1:30pm Networking Lunch

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Your Inspiring Speakers - NSW



SALLY-ANNE LYSTER

*Executive Director, Treasury
Finance and Services*

NSW Treasury



CATHERINE CARVOLTH

Chief People Officer

**NSW Department of
Communities and Justice**



JODY GRIMA

Chief People Officer

**Department of Customer
Service**



**COMMISSIONER JEREMY
FEWTRELL**

AFSM

Fire and Rescue NSW



NALINI SHARMA

*Acting Director, People &
Culture, Strategy, People and
Governance*

NSW Trustee and Guardian



JEREMY ELMAN

Partner

RSM Australia



DON HOLLEY

Partner

RSM Australia



SHARON ARDLEY

Director of Consulting

PBC Hogan



ALLYSON SKENE

APJ Head of HCM Strategy

Workday



Explore the Agenda - NSW

Wednesday, 21 February 2024

8:30am Registration and Networking Coffee

8:55am Opening from Public Sector Network and Icebreaker

9:00am Welcome from the Chair
Jeremy Elman *Partner, RSM Australia*

9:10am Government Keynote: Embracing HR Transformation in the Australian Public Sector: Leading the Change

- Preparing an emergency management agency for the future through HR
- Technology and the future workforce of Fire and Rescue NSW
- Recruitment for now and into the future
- Leadership capability for organisational success
- Improving diversity and inclusion
- Enabling and developing an innovation culture

Commissioner Jeremy Fewtrell, AFSM, Fire and Rescue NSW

9:30am Partner Session: Embedding ethical AI into your public sector HR and Finance teams to improve efficiencies, drive transformation and better serve citizens and employees:

- Attracting talent
- Retaining talent
- Career growth
- Workforce diversity
- Enhanced employee experience

Allyson Skene, APJ Head of HCM Strategy, Workday

9:50am Government Keynote: Establishing an Attractive Workplace for Thriving Talent | NSW Department of Communities and Justice

- Implementing strategies to create new opportunities for talent to thrive
- Focusing on attraction strategies
- Evaluating the success of the strategies and amending as necessary

Catherine Carvolth, Chief People Officer, NSW Department of Communities and Justice

10:10am Break

10:15am Concurrent Roundtables: An interactive opportunity to collaborate

Roundtable 1: Engaging and empowering your workforce through digital transformation of employee facing systems:

- Supporting integrity through accountability and governance capabilities in a single secure platform
- Simplify and streamline administrative processes to drive cost efficiencies
- Deliver an enhanced user experience and improve internal collaboration across the public sector
- Empower staff with data insights to inform decision making within the public sector

Allyson Skene, APJ Head of HCM Strategy, Workday

Roundtable 2: Measuring Leadership to Drive Individual and Team Performance

- The latest research demonstrates how to define and measure leadership that drives engaged teams and outcomes
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Sharon Ardley, Director of Consulting, PBC Hogan

Roundtable 3: Fostering a Positive Workplace Culture in the Public Sector to Attract and Retain Talent

- Defining what a good workplace culture looks – creating a safe environment for your team to be their authentic selves
- Key Factors Influencing Workplace Culture (Leadership, Policies, Diversity, etc.)
- Leadership Role in Shaping Culture

Nalini Sharma, Acting Director, People & Culture, Strategy, People and Governance, NSW Trustee and Guardian

11:00am Morning Tea and Networking Break

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- Leadership Role in Shaping Culture

Nalini Sharma, *Acting Director, People & Culture, Strategy, People and Governance*, NSW Trustee and Guardian

12:05pm Break

12:10pm Fireside Chat: Psychological Safety and Wellbeing as an Enabler of Employee Engagement

- Exploring DCS' strong engagement results and the role wellbeing and inclusion programs and strategies play
- Balancing physical and psychological employee safety needs across a wide portfolio and remit
- The role of leadership and its impact on employee engagement

Jody Grima, *Chief People Officer, Department of Customer Service*

12:30pm Partner Session: Defining and measuring high performance leadership and teams in the public sector

In leading the future Public Service, leaders will need to be high performing, drive exceptional employee engagement and be focused on outcomes and results

- The latest innovative research demonstrates a link between a leader's effectiveness and the performance of their team
- Embedding a practice of analytics and regularly measuring leadership and team effectiveness, fosters self-awareness, transparency and builds capability across a future focused public sector

Sharon Ardley, *Director of Consulting*, PBC Hogan

12:50pm Panel Discussion: The Modern and Flexible Australian Public Sector Workforce

- Understanding the drivers that the workforce appreciates – flexible working arrangements, career progression – and incorporating them into contracts
- Highlighting the reality of the turnover in the public sector
- Combatting psychosocial risks to develop retention strategies

Sally-Anne Lyster, *Executive Director, Treasury Finance and Services*, NSW Treasury

Nalini Sharma, *Acting Director, People & Culture, Strategy, People and Governance*, NSW Trustee and Guardian

Facilitated by Don Holley, *Partner*, RSM Australia

1:20pm Closing Remarks from Chair

Jeremy Elman *Partner*, RSM Australia

1:30pm Networking Lunch

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Your Inspiring Speakers - QLD



JULIE ETHELLES

Chief Human Resource Officer, & Senior Executive Director, People & Culture

Department of Child Safety, Seniors and Disability Services



JULIA SMITH

Chief Human Resource Officer

Queensland Building and Construction Commission



SHAREEN MCMILLAN

Executive Director Workforce

Central Queensland Hospital and Health Service



RITA HUDSON

Senior Director, Organisational Capability

Gold Coast Health



FAY HOLLWORTH

Director People, Capability and Culture

Department of Justice and Attorney-General



SANDRA LERCH

Executive Director Strategic Workforce Futures

Public Sector Commission



SEAN COLLINS

Regional Head of HXM Value Advisory - APJ

SAP SuccessFactors



JULIANNE KENNEDY

Partner, People Advisory

BDO



JO STAMP

Director

PBC Hogan



ALLYSON SKENE

APJ Head of HCM Strategy

Workday



TIM MCCLUSKEY

Public Sector Growth & Strategy Lead

LinkedIn



MATT CHILKO

Senior Account Director

LinkedIn



Explore the Agenda - QLD

Thursday, 22 February 2024

8:30am Registration and Networking Coffee

8:55am Opening from Public Sector Network and Icebreaker

9:00am Welcome from the Chair
Julianne Kennedy, *Partner, People Advisory*, BDO

9:10am Government Keynote: Delivering on our Ambition for an Even Better Public Sector for Queensland

- Investing in our work, our workforce and our workplace for better outcomes
- Leveraging the role of HR in driving innovation and improvement across the sector
- Delivering purpose-driven leadership, career pathways and employer branding as a positive point of difference
- Implementing ongoing transformation as our new BAU

Sandra Lerch, *Executive Director Strategic Workforce Futures*, Public Sector Commission

9:30am Partner Session: Embedding ethical AI into your public sector HR and Finance teams to improve efficiencies, drive transformation and better serve citizens and employees:

- Attracting talent
- Retaining talent
- Career growth
- Workforce diversity
- Enhanced employee experience

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

9:50am Fireside Chat: Fostering a Diverse Workforce in the Australian Public Sector

- Strategies in place to in ensuring a diverse workplace
- Creating a safe and thriving work environment for neurodiverse employees
- Key takeaways from implementing a successful diversity and inclusion program for your employees

Julia Smith, *Chief Human Resource Officer*, Queensland Building and Construction Commission

10:10am Break

10:15am Concurrent Roundtables: An interactive opportunity to collaborate

Roundtable 1: Engaging and empowering your workforce through digital transformation of employee facing systems:

- Supporting integrity through accountability and governance capabilities in a single secure platform
- Simplify and streamline administrative processes to drive cost efficiencies
- Deliver an enhanced user experience and improve internal collaboration across the public sector
- Empower staff with data insights to inform decision making within the public sector

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

Roundtable 2: Attracting Talent: Crafting your Employer Brand Playbook

- What factors are essential to building a great employer brand?
- How can you connect with art of storytelling to deliver a narrative that resonates with a diverse audience?
- Tactics to assemble your dream team – how to create connections across functions and curate a shared vision & roadmap to success.

Matt Chilko, *Senior Account Director, LinkedIn*

Roundtable 3: Measuring Leadership to Drive Individual and Team Performance

- The latest research demonstrates how to define and measure leadership that drives engaged teams and outcomes
- Current insights indicate leadership is driven by personality, experience and behaviour, this is measurable and improvable
- Future focused leaders in the Public Service will need to successfully demonstrate four meta competencies to build teams and deliver outcomes

Jo Stamp, *Director, PBC Hogan*

Roundtable 4: Unlocking Employee Potential: Navigating the Path to Growth

The concept of employee potential has a profound impact on organisational growth and therefore is at the centre of almost all people practices. Making decisions about development, work allocation, hiring and internal mobility, succession planning, and more requires organisations to consider not only what an employee can do today, but also what they could be capable of in the future.

Join us for an interactive session where we'll uncover the following key aspects of the topic:

- How do organisations define employee potential?
- What methods do organisations employ to measure employees' potential, and what are the challenges associated with this measurement?
- How is information about employee potential currently used to effectively address persistent skills gaps and assemble dynamic teams?

Sean Collins, *Regional Head of HXM Value Advisory – APJ, SAP SuccessFactors*

11:00am Morning Tea and Networking Break

11:20am Concurrent Roundtables: An interactive opportunity to collaborate

Roundtable 1: Engaging and empowering your workforce through digital transformation of employee facing systems:

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Sean Collins, *Regional Head of HXM Value Advisory – APJ, SAP SuccessFactors*

12:05pm Break

12:10pm Fireside Chat: Building a Culture of Wellbeing - Empowering the Public Sector Workforce to Deliver Their Best

- Diving into key elements that organisations need to be considering when it comes to employee wellbeing
- Combatting fatigue that has been caused as a result of post COVID issues such as short staffing
- Providing wellbeing checks for staff

Julie Etchells, *Chief Human Resource Officer, & Senior Executive Director, People & Culture, Department of Child Safety, Seniors and Disability Services*

12:30pm Partner Session: Attracting Talent: Building your Employer Brand, it's a team sport

- What is an employer brand and why does it matter in the public sector, now more than ever?
- Unlocking the power of human stories to connect with a broad & diverse talent pool.
- Who do you need on your team and how can HR orchestrate a winning strategy for the whole organisation?

Tim McCluskey, *Public Sector Growth & Strategy Lead, LinkedIn*

12:50pm Panel Discussion: The Modern and Flexible Australian Public Sector Workforce

- Understanding the drivers that the workforce appreciates – flexible working arrangements, career progression – and incorporating them into contracts
- Highlighting the reality of the turnover in the public sector
- Combatting psychosocial and managing performance risks to develop retention strategies

Fay Hollworth, *Director Courts Learning, Development & Engagement, Department of Justice and Attorney-General*

Rita Hudson, *Senior Director, Organisational Capability, Gold Coast Health*

Shareen McMillan, *Executive Director Workforce, Central Queensland Hospital and Health Service*

Jo Stamp, *Director, PBC Hogan*

Facilitated by Julianne Kennedy, *Partner, People Advisory, BDO*

1:20pm Closing Remarks from Chair

1:30pm Networking Lunch

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Your Inspiring Speakers - NZ



FIONA HEWITT

*Deputy Chief Executive
Transformation, Strategy,
People and Resources*

Stats NZ



MEREDITH BLACKLER

*Chief People & Culture
Officer*

Wellington City Council



MEL FAWCETT

*Principal Advisor, Culture,
Inclusion and Engagement*

Wellington City Council



KEN MITCHELL

Culture & Capability Manager

Wellington City Council



KAREN EVISON

*Head of Organisational
Performance*

Land Information NZ



ANGELA BINGHAM

*Deputy Director People &
Capability*

**Te Herenga Waka - Victoria
University of Wellington**



SARAH NIXON

*Head of Talent, People &
Safety Group*

NZTA | Waka Kotahi



DR ANGELA LIEW

Senior Lecturer

University of Auckland



SHARON ARDLEY

Director of Consulting

PBC Hogan



DESIREE GRANT

NZ Director

PBC Hogan



8:45am Registration

9:00am Opening from Public Sector Network and Icebreaker

9:10am **Welcome from the Chair**
Desiree Grant, *NZ Director*, PBC Hogan

9:20am **Government Keynote: Embracing HR Transformation in the NZ Public Sector - Leading the Change**

- Developing an HR transformation roadmap
- Innovating the approach to recruitment and organisational structure to derive the best fit and outcome for the workforce
- Identifying key areas for change to enable the best outcome for the transformation

Fiona Hewitt, *Deputy Chief Executive Transformation, Strategy, People and Resources*, Stats NZ

9:40am **Fireside Chat: Fostering a Diverse Workforce in the New Zealand Public Sector**

- Strategies in place to in ensuring a diverse workplace
- Creating a safe and thriving work environment for neurodiverse employees
- Key takeaways from implementing a successful diversity and inclusion program for your employees

Meredith Blackler, *Chief People & Culture Officer*, Wellington City Council

Ken Mitchell, *Culture & Capability Manager*, Wellington City Council

Mel Fawcett, *Principal Advisor, Culture, Inclusion and Engagement*, Wellington City Council

10:00am **Keynote: Cultivating Strategic Vision in Tech Innovation**

- Defining strategic vision in the context of tech innovation
- Leveraging technology as a tool for value creation
- Providing the pros and cons of tech evolution and why the human element will always be a part of the workforce

Dr Angela Liew, *Senior Lecturer*, University of Auckland

10:20am **Partner Session: Defining and measuring high performance leadership and teams in the public sector**

- The latest research demonstrates how to define and measure leadership that drives engaged teams and outcomes
- Current insights indicate leadership is driven by personality, experience and behaviour, this is measurable and improvable
- Future focused leaders in the Public Service will need to successfully demonstrate four meta competencies to build teams and deliver outcomes

Sharon Ardley, *Director of Consulting*, PBC Hogan

10:40am

Panel Discussion: The Modern and Flexible New Zealand Public Sector Workforce

- Understanding the drivers that the workforce appreciates – flexible working arrangements, career progression – and incorporating them into contracts
- Highlighting the reality of the turnover in the public sector
- Combatting psychosocial risks to develop retention strategies

Karen Evison, *Head of Organisational Performance*, Land Information NZ

Angela Bingham, *Deputy Director People & Capability*, Te Herenga Waka - Victoria University of Wellington

Sarah Nixon, *Head of Talent, People & Safety Group*, NZTA | Waka Kotahi

Facilitated by **Desiree Grant**, *NZ Director*, PBC Hogan

11:10am

Closing Remarks from Chair

Desiree Grant, *NZ Director*, PBC Hogan

11:15am

Event Close

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Event Schedule

FEBRUARY

Innovate WA Showcase	WA
Cyber WA Showcase	WA
HR & Future of Work Roadshow	NSW WA QLD SA VIC QLD NZ

MARCH

Digital & CX Roadshow	NSW WA QLD SA VIC QLD NZ
Transport Technology Showcase	NSW

APRIL

Innovate SA Showcase	SA
Cyber SA Showcase	SA
Local Gov Showcase	NSW WA QLD SA VIC QLD NZ

MAY

Education NSW Showcase	NSW
Innovate Australia Showcase	ACT
Cyber Federal Showcase	ACT

JUNE

Data and Analytics Roadshow	NSW WA QLD SA VIC QLD NZ
Innovate NSW Showcase	NSW

JULY

Health Innovation Roadshow	NSW WA QLD SA VIC QLD NZ
Cyber VIC Showcase	VIC
Innovate NSW Showcase	VIC

AUGUST

Operational Excellence Roadshow	NSW WA QLD SA VIC QLD NZ
Education SA Showcase	SA
Australian Security Showcase	ACT

SEPTEMBER

Innovate QLD Showcase	QLD
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OCTOBER

Cyber NSW Showcase	NSW
ICT & Cloud Roadshow	ACT
Connectivity.NSW Showcase	NSW

NOVEMBER

Innovate NZ Showcase	NZ
Cyber NZ Showcase	NZ
Smart Cities and Municipalities Showcase	NSW
Digital.NSW Showcase	NSW

DECEMBER

Data and AI Showcase	ACT
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