

# Developing Future Leaders

Building capacity for robust succession planning

1st- 3rd December 2015 | Radisson Blu, Sydney



*Chief Executive  
Officer, Career One*



*Leadership  
Director, NSW Health  
Education and Training  
Institute*



*Human  
Resources Director, Isentia*



*Human Resources  
Director, Envato*



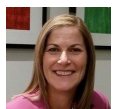
*Organisational  
Development & Talent  
Business Partner, Sunglass  
Hut*



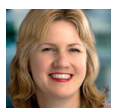
*Head of  
Leadership Effectiveness,  
Aon Hewitt*



*Asia Pacific  
Talent Leader, Ernst and  
Young*



*Organisational  
Development Manager,  
Hollard Insurance*



*Group Head of  
Learning & Development, Lend  
Lease*



*Chief  
Operating Officer, National  
Rugby League*



*Human  
Resources Director, Sportsbet*



*Talent  
Sourcing Lead, Reserve  
Bank of Australia*



*Executive  
Talent Manager, Suncorp  
Group*



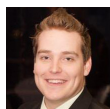
*Co-Chief  
Executive Officer, A Human  
Agency*



*Organisational  
Development Executive, WSP/  
Parsons Brinckerhoff*



*Head of  
Human Resources, Imperial  
Tobacco*



*Learning and  
Organisational Development  
Manager, TFE Hotels*



*Organisational Development  
and Change Manager, Daikin*

- Enhance your organisation's talent pipeline for high potentials
- Strategies for increasing workplace flexibility to retain leaders
- Methods for supporting transformation in emerging leaders
- Ensure leadership attraction through cultural alignment
- Examine innovative leadership development polices and frameworks

- Human Resources
- Organisational Development
- Talent Management and Acquisition
- People and Culture
- Department Heads

INSIDE HR

## CONFERENCE DAY ONE: TUESDAY, 1<sup>st</sup> DECEMBER 2015

8.00 Registration opens

9.00 Opening remarks from the Chair

*Organisational Development and Change Manager,*

Daikin

### ALIGNING LEADERS TO YOUR BUSINESS GOALS AND CULTURE

9.10 KEYNOTE

#### Building tomorrow's leaders today

- Exploring the criteria for advanced leadership development
- Preparing high potentials for success and personal growth
- Strategies to enhance the adaptability of a potential leader

*Chief Executive Officer, CareerOne*

9.50 Embedding robust leadership practices in a dynamic marketplace

- Culture: Understanding your strengths
- Leadership & Talent: Developing great coaches off the field
- Gender: Women and Girls are and feel included and engagement in every aspect of the Rugby League Family

*Chief Operating Officer, National Rugby League*

Limited

10.30 Incorporating business goals into leadership development initiatives

- Catalysing an adaptive and values driven culture through leadership
- Building collective leadership capacity to shape the organisational culture
- Aligning development and business strategies to support culture transforming leadership

*Leadership Director, NSW Health Education and*

Training Institute

11.10 Morning Tea

11.40 Turning assessment into attraction and engagement

- Strategies to recruit future leaders based on cultural fit, not experience
- Evolving candidate experience to overall employee experience

*Organisational Development & Talent Business*

Partner, Sunglass Hut

12.20 Optimising coaching as a tool for leadership development

- Examining the link between leadership engagement and culture
- Coaching techniques to ensure investment in people and culture
- Establishing a strong culture to gain competitive advantage for talent attraction

*Human Resources Director, Sportsbet*

1.00 Luncheon

2.00 Talent attraction, engagement and retention within a challenging industry

- Supporting leaders to be engaged and achieve results
- Strategies to enhance talent attraction both internally and externally
- Retaining the leaders who achieve challenging business goals

*Head of Human Resources, Imperial Tobacco*

### ENABLING FLEXIBILITY TO ENHANCE LEADERSHIP RETENTION

2.40 How to create "User Driven Experiences" for your teams

- Creating options to allow leaders and their team's choice rather than centralised systems
- Discussing the positives of initiatives, flexibility and "Work From Anywhere"
- Exploring the impacts of performance reviews

*Human Resources Director, Envato*

3.20 Offering flexibility to improve your talent strategy during change

- Exploring the individual definitions of flexibility
- Supporting the success of personal and business goals through providing flexibility
- Acquisitions and growth whilst maintaining flexibility

*Asia Pacific Talent Leader, Ernst and Young*

### ENHANCING THE EFFECTIVENESS OF SUCCESSION PLANNING

4.30 PANEL DISCUSSION

#### Explaining your organisation's succession planning frameworks

- Tailoring individual leadership development plans
- Strategies to support personal growth and development
- Translating company development to individual development

Panellists:

*Human Resources Director, Isentia*

*Head of Leadership Consulting, Aon Hewitt*

*Organisational Development and Change Manager,*

Daikin

*Talent Sourcing Lead, Reserve Bank of Australia*

4.00 Afternoon Tea

5.10 Measuring high performance vs high potential

- Finding the balance
- Examining potential in all individuals
- You've got them – what next?

*Human Resources Director, Isentia*

5.00 Succession planning as a driver for diversity and inclusion

- The UGL journey: from compliance to strategic planning
- Exploring the link between talent management and female participation
- Lessons learnt and the road ahead

*Organisational Development Advisor, UGL*

5:40 Closing remarks from the Chair and end of day one

*Organisational Development and Change*

Manager, Daikin

## CONFERENCE DAY TWO: WEDNESDAY, 2<sup>nd</sup> DECEMBER 2015

8.00 Registration opens

9.00 Opening remarks from the Chair

*Organisational Development and Change Manager,*

Daikin

### HOW TO EMBED CONTINUOUS LEADERSHIP DEVELOPMENT

9.10 Top companies for leaders: How top companies develop leaders for the future

- The what and how of leadership development in top companies
- The power of integrated leadership practice execution
- Measuring the ROI of your development investments

*Head of Leadership Effectiveness, Aon Hewitt*

9.50 Implementing talent and leadership strategy for small to midsized organisations

- Aligning your values and culture for attracting and retaining top talent
- Implementing an effective high potential strategy
- Developing a holistic "Future Leaders" program

*Organisational Development Manager, Hollard*

Insurance

10.30 Ensuring top talent potential is engaged with your brand

- How can organisations effectively source top talent from talent communities?
- Designing, building and interacting with a community of top talent
- Identifying internal leaders through active communities

*Talent Sourcing Lead, Reserve Bank of Australia*

## 11.10 Morning Tea

### 11.40 Succession planning as driver for diversity and inclusion

- From compliance to strategic planning
- Exploring the link between talent management and female participation
- Lessons learnt and the road ahead

*Co-Chief Executive Officer, A Human Agency*

## 12.20 CASE STUDY

### Sink or Swim? Supporting leaders in transition

- Developing innovative programs to support emerging and transitioning leaders in a new leadership role
- Exploring the outcomes on leadership retention and new leader's productivity time frames
- Lessons learnt along the way: The programme's advantages and disadvantages

*Learning and Organisational Development*

*Manager, TFE Hotels*

## 1.00 Luncheon

### IMPLEMENTING LONG TERM TALENT MANAGEMENT STRATEGIES

#### 2.00 Future proofing your organisation through high-potential and succession management

- Aligning your approach to your organisation's strategy
- Knowing, developing, engaging and deploying your top talent
- Exploring succession management strategies

*Executive Talent Manager, Suncorp Group*

## 2.40 CASE STUDY

### Developing high potential project management leaders

- Understanding the purpose and program for developing high potential technical leaders
- Sharing the ingredients of a successful programme
- Evaluating the return for participants and business

*Organisational Development Executive, WSP/*

*Parsons Brinckerhoff*

## 3.20 Afternoon Tea

### 3.50 Evaluating the processes of identifying potential leaders

- Examining your organisation frameworks for top talent management
- Providing opportunities for all staff to demonstrate leadership ability
- Exploring the long term leadership development frameworks

*Group Head of Learning & Development, Lend Lease*

## 4.30 PANEL DISCUSSION

### Is leadership developed or innate?

- Why leadership is different from authority
- Supporting the transition to becoming a leader
- Where does leadership come from in organisations?

#### Panellists:

*Talent Sourcing Lead, Reserve Bank of Australia*

*Learning and Organisational Development Manager,*

*TFE Hotels*

*Leadership Director, NSW Health Education and*

*Training Institute*

## 5.10 Takeaway session

- Consolidate your learnings: Delegates will be in pairs and have one minute to share their key takeaways from the conference

## 5.30 Closing remarks from the Chair and conference adjourns

*Organisational Development and Change Manager,*

*Daikin*

## POST-CONFERENCE WORKSHOPS: DAY THREE: THURSDAY, 3<sup>rd</sup> DECEMBER 2015

### WORKSHOP A: 9:00AM-12:00PM

#### Overcoming immunity to change: An actionable model to develop an adaptable leadership mindset to release high potential

This workshop will take participants through Harvard Professor Robert Kegan's highly acclaimed approach to rapidly identifying how existing leadership mindsets can inadvertently constrain available potential and undermine their own flexibility and growth.

Attendees won't merely be talking about the process, they will engage with it right away to discover how their own mindsets currently impede progress in a professional or personal area of life and they'll begin to develop a practical approach to resolving their own immunity to change to allow greater adaptability, progress and personal growth.

#### Attend and discover:

- How we all inevitably hold ourselves back with hidden competing commitments
- How to elegantly identify mindsets which have been limiting potential progress up to now, both your own and others'
- A highly practical model to support ongoing professional and personal leadership growth
- A realistic strategy for effectively resolving limiting mindsets and upgrading them to more expansive and nuanced understandings of personal leadership capability.

#### Facilitator:

*Leadership Development Facilitator and*

*Coach, Genie@Work*

Eric Winters is a highly engaging leadership development facilitator with 23 years international corporate experience in taking complex subjects and making them accessible and relevant to boost productivity and performance. His leadership development facilitation is supported by two Masters degrees in Applied Mind Sciences rather than wishful thinking. Already an experienced Immunity to Change (ITC) facilitator and coach, he is deepening his expertise through studying directly with the ITC co-developers Meehan Professor of Adult Development and Learning, Robert Kegan and fellow faculty member Lisa Lahey at the Harvard University Graduate School of Education.

### WORKSHOP B: 1:00PM-4:00PM

#### Tools to build your leadership pipelines

This workshop will provide strategies to enhance your organisation's top talent pipeline including tools to build and attract high potentials.

It will explore how attraction of leaders can be managed and enhance the attraction of your organisation to leaders.

#### Attend and discover:

- How to build your internal providing development opportunities
- Tools to assess and evaluate the potential in emerging leaders
- How to implement and assessing leadership development programmes
- How to ensure a systematic and transparent approach to talent management

#### Facilitator:

*Talent Sourcing Lead, Reserve Bank of*

*Australia*

Chris has been in the Recruitment Industry for 15 years and specialises in HR / Recruitment transformation. Chris is now assisting the Reserve Bank of Australia with new and innovative ways of sourcing and recruiting.

*\*Morning tea, lunch and afternoon tea are provided for workshop attendees*



REGISTRATION FEE ALL PRICES ARE EXCLUDING GST	EARLY BIRD DISCOUNTS				STANDARD PRICE
	Register & book before				
	11 Sept 2015	2 Oct 2015	23 Oct 2015	13 Nov 2015	
Conference Only	\$ 2,099	\$ 2,199	\$ 2,299	\$ 2,399	\$ 2,499
Conference Plus 1 Workshop	\$ 2,699	\$ 2,799	\$ 2,899	\$ 2,999	\$ 3,099
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2: **TEAM DISCOUNT.** ( i ) Register 3 delegates and receive 15% DISCOUNT off the standard price  
( ii ) Register 4 delegates and receive the 5TH TICKET FREE off the standard price

For large group bookings, please email registration@akolade.com.au to receive a quote  
All group registrations must be from the same company, at the same time and for the same event.  
Registrants must choose between the most advantageous discount option.  
Only one discount scheme applies

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**Mail:**  
Akolade Pty Ltd  
Suite 3.02, Level 3, 20 Loftus St.  
SYDNEY, NSW, 2000  
Australia

**DATES & VENUE**  
(Please tick)

**SYDNEY**  
1<sup>st</sup>-3<sup>rd</sup> December 2015  
Radisson Blu  
27 O'Connell St,  
Sydney NSW 2000  
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**IMPORTANT NOTICE:** Attendance will only be permitted upon receipt of full payment. Please note that programme and speakers are subject to change without notice. Akolade will not be responsible for any event re-scheduled or cancelled.  
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