

# HR Leaders Forum 2021

## The Essential CHRO Event

16-17 February 2021  
ICC Sydney, Australia

## Gain Access

50+ Industry Speakers

Executive Learning Agenda

16 Keynotes

300+ Senior HR Executives

5-Star Networking Environment

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**JANE DATTA**

Chief Human  
Capital Officer

**NASA (USA)**



**GERARD PENNING**

Chief HR Officer

**ABN AMRO  
Bank (NL)**



**CHRISTY PAMBIANCHI**

Executive  
Vice President &  
Chief HR Officer

**Verizon (USA)**



**KRISTIN HOLTEN**

Global Head of HR  
Transformation

**Zurich Insurance (CH)**



**KRIS WEBB**

Chief People Officer

**Coles Group**



**CATH POSSAMAI**

CEO,  
Recruiting Group

**British Army (UK)**



**SASCHA SCHNEIDER**

Executive VP, HR &  
Organisation; Member  
of the Executive Board

**Montblanc  
International (GER)**



**COLLEEN HARRIS**

Group Chief  
People Officer

**Ramsay Health Care**

# Resilience Through Resourcefulness

Firmly established as the nation's singular CHRO leadership event, the HR Leaders Forum is returning in February with dedicated content streams and a renewed agenda to build business resilience.

As our operating environment corrects, the Forum presents an enviable opportunity for the nation's HR leaders to connect, combat shared challenges, and leverage opportunities emerging from the upturn economy.

Date

**16-17 February 2021**

Venue

**ICC Sydney, Australia**

Together, we will interrogate the forces shaping the profession, from the behavioural precedent being established by remote work practices to people analytics and ethics, all with the intent of charting a new path to progress.

## Why Attend?

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**02 8004 8590**

The HR Leaders Forum secures national and global speakers of unmatched quality and immense authority.

Our attendees are charged with shaping the conversation, armed with an array of real-time engagement tools that are integrated seamlessly across the digital and physical conference environment.

Every session is independently moderated to facilitate candid discussion and debate, and the programme is designed to provide attendees with valuable opportunities to connect in-person on the business that matters.

## Why Get Involved?

Contact

**JACK MARTIN**  
Commercial Manager

Phone

**02 8004 3172**

Email

**[jackm@connectmedia.com](mailto:jackm@connectmedia.com)**

Celebrating its 9th year, the HR Leaders Forum is unparalleled in the level of delegates and speakers it attracts.

The Forum is driven by an ambitious business agenda, and our audience is screened for seniority to ensure you are networking with the minds shaping business. Our limited keynote and moderated panel speaking opportunities will effectively embed you in this top-end business community. Digital and physical brand activations, as well as consultations in dedicated activation spaces further enable you to engage with this decision-making audience.

As a marketing platform to demonstrate expertise, credibility and grow your business with HR professionals, the HR Leaders Forum offers unrivalled cut-through.

This event was sold out in 2020

# 2021 Speakers

View the  
full line-up

[www.hrlf.com.au/#speakers](http://www.hrlf.com.au/#speakers)



**JANE DATTA**  
Chief Human  
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**NASA (USA)**



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**Verizon (USA)**



**KRISTIN HOLTER**  
Global Head of HR  
Transformation  
**Zurich  
Insurance (CH)**



**KRIS WEBB**  
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**Montblanc  
International (GER)**



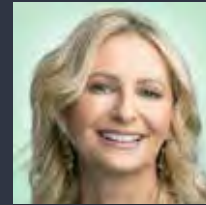
**COLLEEN HARRIS**  
Group Chief  
People Officer  
**Ramsay Health  
Care**



**AMIE WALLIS**  
Head of People  
& Culture  
**Australian Olympic  
Committee**



**PECK KEM LOW**  
Chief HR Officer,  
Singapore Public  
Service Division  
**Prime Minister's  
Office (SG)**



**KATIE MCGRATH**  
Chief People &  
Culture Officer  
**Seven West Media**



**MARY LEMONIS**  
Chief People Officer  
**REA Group**



**SAM SHEPPARD**  
Chief People Officer  
**Blackwoods**



**JANE KELLY**  
Chief HR Officer  
**Super Retail Group**



**SAMARA DOBBINS**  
Chief People Officer  
**Department  
of Premier &  
Cabinet NSW**



**KIRBY GRATTAN**  
Director,  
HR Shared Services  
**Optus**



**DARREN FEWSTER**  
Executive  
Transformation  
& People  
**Telstra**



**VERNON GRIFFITH**  
Global Head of HR  
Service Design  
& Delivery  
**QBE Insurance**



**BARTEK SIBILSKI**  
Head of HR Reporting  
& Analytics, APAC  
**JLL**



**SUSIE GLEESON-  
BYRNE**  
Head of HR  
**Uber Australia  
& New Zealand**



**SARAH DERRY**  
Senior VP, Talent &  
Culture – Pacific  
**ACCOR**



**ROSALIND  
TREGURTHA**  
Group Director,  
Employee  
Engagement  
**Domain**



**KENT CABRERA**  
Head of HR  
Optimisation  
**Aesop**



**REBECCA NASH**  
Group Director,  
People  
**AMP**



**DUNCAN THOMAS**  
Chief People Officer  
**Fuji Xerox  
Australia**



**STEVE REID**  
Chief People &  
Culture Officer  
**oOh! Media**



**LIAM OVENDEN**  
Regional Director,  
People & Performance  
**Colliers  
International**



**ROB PHIPPS**  
Managing Director  
**Australian HR  
Institute &  
Evolvest**



**CRYSTAL BOYSEN**  
Head of People  
**Canva**



**MISIEK PISKORSKI**  
Professor of Strategy  
& Innovation & Dean  
**IMD Southeast  
Asia & Oceania**

## 8:15 Registration, Refreshments, & Networking

## 8:45 Opening Remarks from Chair

### ROB PHIPPS

Non-Executive Director & Managing Director  
**Australian HR Institute & Evolvefast**

## 8:50 Opening Keynote

### JANE DATTA

Chief Human Capital Officer **NASA (USA)**

## 9:15 Outlook Session

The world economy is under incredible strain. Businesses are dislocated, labor markets have been disrupted, and uncertainty is prevalent. But HR leaders are responding dynamically to remediate short-term shocks and uncover lasting sources of business value. This Session acts as a contextual platform for the Forum; we will precisely map the legislative landscape – breaking down the changing macroeconomic and socio-political environment that we inhabit – to reveal pertinent regulatory implications for HR leaders.

### KATIE MCGRATH

Chief People & Culture Officer **Seven West Media**

## 9:55 Partner Keynote

## 10:25 Morning Refreshments & Networking

## 10:55 National Keynote

**Thriving in the Recovery: Engaging Employees with Redefined Purpose**

### KRIS WEBB

Chief People Officer **Coles**

## 11:20 Leadership Session

For years, HR has worked to position itself as a harbinger of change. Now, facing unprecedented pressure to deliver strategic value to the organisation, we'll build a model of effective HR leadership in today's remote workplace, discuss the construction and execution of an HR-inspired vision for your business, and identify ways in which HR departments can maximise their value by redefining their identity as leaders. We'll frame this conversation through the Board's lens and draw on perspectives from across the C-Suite to better understand how HR leaders can shape the strategic agenda.

### JANE KELLY

Chief HR Officer **Super Retail Group**

## 12:00 National Keynote

**Challenging Conventional Wisdom: Bringing HR into the Future**

### COLLEEN HARRIS

Group Chief People Officer **Ramsay Health**

## 12:25 Lunch & Networking

## 13:25 Talent Stream Case Study

### 13:45 Talent Stream Discussion

We live in a knowledge economy - companies are investing heavily to nurture and then extract the creative potential of their employees. We know that this creative power is what defines us in the context of artificial intelligence and automation, and that the value we assign to these elusive skills will grow exponentially in the face of advancing technological capabilities. This Session shifts the dial on talent to consider how HR leaders can identify, nurture, and retain the precise skills that are proving consequential for business success.

**SUSIE GLEESON-BYRNE** Head of HR **Uber Australia & New Zealand**  
**MARY LEMONIS** Chief People Officer **REA Group**

## 13:25 People Analytics Stream Case Study

### 13:45 People Analytics Discussion

In an operating environment defined by distance, data threatens to erode the boundary between professional and personal life down a once protected flank. The engrained philosophy that not everything that counts can be measured, and not everything that can be measured counts is compromised in a climate where only what is measured can be seen. Leaders must balance their reliance on employees to act with greater autonomy with layers of analytical oversight and data assurances. This technical Stream delves into this escalating tension; we will illuminate the crucial questions being solved behind the scenes while asking one of our own: how can HR leaders integrate deep People Analytics without losing sight of people?

**BARTEK SIBILSKI** Head of HR Reporting & Analytics, APAC **JLL**  
**KENT CABRERA** Head of HR Optimisation **Aesop**

## 14:25 Talent Stream Keynote

## 14:25 People Analytics Keynote

## 14:55 Afternoon Refreshment & Networking

## 15:25 Platinum Keynote

## 15:40 Employee Wellbeing Session

Businesses are adopting a more wholistic perspective on value, and employee wellbeing is at the heart of this recalibration. This Session is an honest opportunity to confront the failings of reflexive institutional responses and entrenched attitudes towards mental health. Together we will explore how leaders can reconcile competing responsibilities to the individual and the organisation as an entity; demonstrate the importance of moving beyond processes to demonstrate leadership through modelled behaviour; and establish the need to create support networks at the heights of corporate leadership.

### ROSALIND TREGURTHA

Group Director, Employee Engagement **Domain**  
**DUNCAN THOMAS**  
 Chief People Officer **Fuji Xerox**

## 16:20 Global Keynote

**Data-driven: Embedding data into Decision-making for Evidence-based Strategies**

### KRISTIN HOLTER

Global Head of HR Transformation  
**Zurich Insurance (SUI)**

## 16:45 Global Keynote

**Identifying and Investing in Tomorrow's Leaders**

### GERARD PENNING

Chief HR Officer **ABN AMRO Bank (NL)**

## 17:10 Closing Remarks from the Chair

### ROB PHIPPS

Non-Executive Director & Managing Director  
**Australian HR Institute & Evolvefast**

## 17:15 Networking Drinks Remarks

## 17:20 Networking Drinks Reception

## 18:20 Close of Day 1



**8:40 Registration, Refreshments, & Networking**

**9:00 Opening Remarks from Chair**

**ROB PHIPPS**

Non-Executive Director & Managing Director  
**Australian HR Institute & Evolvefast**

**9:05 Opening Keynote**

**HR Leadership through the Looking Glass - A Global Perspective**

**CHRISTY PAMBIANCHI**

Executive Vice President &  
Chief HR Officer **Verizon (USA)**

**9:30 Transformation Session**

Technology is liberating Human Resources from the transactional shackles that have thus far hindered the strategic potential of the profession. The transformative integration of cloud capabilities unfolding across all sectors of the national economy is altering the fabric of relationships embedded in the core of the Human Resources function. Automation and machine learning are elevating Human Resources into a second-line function, a transition that is empowering professionals to assume strategic business partnerships roles. This Session draws on case-based experience to interrogate this strategic transformation.

**VERNON GRIFFITH**

Global Head of HR Service Design  
& Delivery **QBE Insurance**  
**REBECCA NASH**  
Group Director People **AMP**

**10:10 Diamond Keynote**

**10:35 Morning Refreshments & Networking**

**11:05 Global Keynote**

**The Lessons I've Learned: Bringing Corporate Perspectives to Public Roles**

**PECK KEM LOW**

Chief HR Officer,  
Singapore Public Service Division  
**Prime Minister's Office (SG)**

**11:35 Strategy Session**

From momentous strides in analytics and machine learning, to the bold transformation of fundamental principles and structures, there is relentless pressure on businesses to innovate and remain ahead of the curve. While prophesising over the distant future is a fruitless undertaking, there are tangible steps that businesses can take now to enhance their responsiveness and adaptability. This Session explores the systems, structures and methodologies that allow truly resilient HR functions to seize opportunity whenever it arrives and in whatever form it takes.

**KIRBY GRATTAN**

Director - HR Shared Services **Optus**  
**DARREN FEWSTER**  
Executive, Transformation & People **Telstra**  
**LIAM OVENDEN**  
Regional Director, People & Performance  
**Colliers International**  
**MISIEK PISKORSKI**  
Professor of Strategy & Innovation, and  
Dean **IMD Southeast Asia & Oceania**

**12:15 National Keynote**

**Refocusing for 2021**

**AMIE WALLIS**

Head of People & Culture  
**Australian Olympic Committee**

**12:45 Lunch & Networking**

**13:40 Culture Stream Case Study**

**14:00 Culture Stream Discussion**

We are mining the complexities of the world around us in greater detail than ever before. This ongoing interrogation has yielded great advances and insight; we have moved far beyond bean bags to more precisely map the relationship between culture, collective purpose and performance. This Session is dedicated to tracing the brushstrokes that complete a wholistic picture of the work environment. From consolidating trust in flexible work arrangements to aligning employee values with business priorities and outcomes, we will uncover the tangible steps leaders can take to both inspire and empower their people.

**STEVE REID** Chief People & Culture Officer **oOh! Media**

**CRYSTAL BOYSEN** Head of People **Canva**

**RACHEL MCIVER** Chief People & Culture Officer **Nando's Australia**

**13:40 Communication Stream Case Study**

**14:00 Communication Discussion**

Questions around algorithmic ethics, employee wellbeing and privacy are not optional conversations for HR professionals – they are consequential issues arising from within the function. HR professionals must be open to consultation around the often-shrouded ethical implications of automation and machine learning. They must be qualified to communicate critical questions around enterprise architecture to the Board, ensuring they are aware not only of current capabilities and the accompanying risks, but of the trajectory of those capabilities. This Stream illuminates the questions HR Leaders should be asking of themselves, their employees, and their leaders to raise the ethical posture of their organisation.

**SAM SHEPPARD** Chief People Officer **Blackwoods**

**SARAH DERRY** Senior Vice President, Talent & Culture - Pacific **ACCOR**

**14:40 Culture Stream Keynote**

**14:40 Communication Keynote**

**Fuelling Productivity and Meaningful Engagement with Effective Engagement**

**SAMARA DOBBINS** Chief People Officer **Department of Premier & Cabinet**

**15:10 Afternoon Refreshment & Networking**

**15:40 Platinum Keynote**

**15:55 National Keynote**

**16:25 Global Keynote**

**Future-Proofing the Workforce**

**CATH POSSAMAI**

CEO, Recruiting Group **British Army (UK)**

**16:55 Closing Remarks from the Chair**

**ROB PHIPPS**

Non-Executive Director & Managing Director  
**Australian HR Institute & Evolvefast**

**17:00 Close of Event**

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