

PROGRAM

HIGH PERFORMANCE WORKPLACES: Engagement, Equity and Voice

09 45 *Registration*

OVERVIEW AND POLICY AGENDA

Chair: Professor Ed Davis (Dean Economic & Financial Studies, Macquarie University)

10.15 Welcome and Opening Remarks (Ed Davis)

10.30 Gender Engagement (Anna McPhee, Director, Equal Opportunity for Women in the Workplace Agency (EOWA))

10.50 Voice and Value in the Legal Framework (Michael Harmer, Chair, Harmers Workplace Lawyers)

11.10 *Coffee*

STATE OF PLAY

Chair: Associate Professor Peter McGraw (Department of Business, Macquarie University and Director, Labour-Management Studies Foundation (LMSF))

11.30 State of Play and High Performance Workplaces (Jonathan Hamberger, Senior Deputy President, Australian Industrial Relations Commission (AIRC))

11.50 Voice and High Performance Workplaces at ANZ (Jonathan Sandler - Head of Workplace Relations, ANZ, and Matthew Day - Workplace Relations Managers, ANZ)

12.10 The IBM Experience (Sandra Francis, Remuneration & Benefits Manager, IBM)

12.30 Question and answer session

12.40 *Lunch*

THE PRACTICE AND PROCESSES

Chair: Associate Professor Paul Gollan (Department of Business, Macquarie University)

13.40 Transforming Corporate Cultures (Professor Dexter Dunphy, AM, School of Management, UTS Sydney)

14.00 Diversity and Inclusion at Insurance Australia Group (Sara Rasmussen, Diversity Manager, People & Culture, IAG)

14.20 Developing People and Culture Capability (Bob Barbour, Director for People and Culture, Lion Nathan)

14.40 Question and answer session

14.50 *Tea*

PANEL DISCUSSION: Engagement, Equity and Voice in High Performance Workplaces

Chair: Professor Roy Green (Dean, Macquarie Graduate School of Management)

15.10 Panel

- Dr Caroline Alcorso (Manager, Workforce Development, NSW Dept of Education & Training)

- Andrew Davie (HR Director, Pernod Ricard Pacific)

- Distinguished Professor Dexter Dunphy, AM (School of Management, UTS Sydney)

- Jonathan Hamberger (Senior Deputy President, AIRC)

- David Owens (Managing Director, Human Resource Partners)

- Serge Sardo (Chief Executive Officer, Australian Human Resources Institute)

16.00 *Close*

Selected papers available for download www.lmsf.mq.edu.au/conferences/hpw/papers