

**PROGRAM**

Friday 28 June 2019, Melbourne

	Session	Speakers and chairs
9.00am	<b>Registration</b> Tea and coffee served on arrival	
9.30am	<b>Welcome and opening address</b>	Chris Davies, Chief Executive Officer, TelstraSuper
9.40am	<p><b>Session 1</b>  <b>The Generational Divide and other challenges - defining what good leadership looks like</b>            What are the current trends and thinking in leadership development and how can funds define the specific capabilities and needs that are right for them.</p> <p>Our keynote speaker Avril Henry will look at the changing expectations/needs of leadership given that leaders are now dealing with four generations within their workforces. The right leadership and leadership development programs are essential for talent attraction, retention and competitive advantage.</p> <p>This keynote will talk about the move away from autocratic leadership to the traits that now define good leadership - active listening, tenacity, resilience, inclusion and authenticity. Avril will share examples from other sectors, demonstrating the shifting patterns of leadership.</p>	<p>Avril Henry, Managing Director, Avril Henry and Associates</p> <p><b>Chair:</b> Murray Priestman, Principal, Priestman Associates</p>
10.30am	<p><b>Session 2</b>  <b>A bold investment in leadership</b>            Our first case study demonstrates a best-practice example of what leadership development strategy works in super and why.</p> <p>Presented by Sunsuper, the case study looks at the priority given to leadership development, instigated by CEO Scott Hartley when he took over the fund in 2014.</p> <p>This session will look at Sunsuper's journey, the fund's high performance agenda, measurement and success metrics, the partnerships required and the ongoing challenges and headwinds the fund is facing to ensure ongoing development.</p>	<p>Steve Travis, Executive General Manager, Member Growth &amp; Marketing, Sunsuper</p> <p>Petrina Weston, Executive General Manager, People &amp; Culture, Sunsuper</p> <p><b>Chair:</b> Dr Colin Pitt, Managing Director, Linkage Australia</p>
11.10am	Morning tea	

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11.30am	<p><b>Session 3</b>  <b>Different approaches to leadership development tools and techniques</b>  <b>Part A: A systemic approach to leadership</b>                      Deloitte's <i>Human Capital Trends Report</i> continuously identifies leadership as an important and urgent issue for organisations worldwide. However, the message is clear—despite substantial efforts by HR and learning professionals, a multibillion dollar leadership development industry, and more than 70 years of leadership research, organisations' overall success in growing leaders is not as strong as it could be. This session will focus on looking at leadership as a system and go into the 17 factors that drive systemic leadership, based on a global study with a sample size of 2,014 responses</p> <p><b>Part B: What's working in leadership development – panel plus table discussions</b>                      What can we learn from other sectors? Should leadership development be in-house or external? Is it a matter of exposing key talent to business school/coaching/mentoring? How can we help organisations understand how to operationalise their leadership strategy?</p> <p>Our chair will then pose questions for table discussions with 'captains' to report back on their insights for feedback.</p>	<p>Artie Gindidis, Partner, Human Capital Consulting, Deloitte</p> <p><b>Speaker and chair:</b>                      Murray Priestman, Principal, Priestman Associates</p>
12.30pm	Lunch	

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1.15pm	<p><b>Session 4</b>  <b>Remuneration, rewards and incentives</b>  <b>Part A: Understanding the psychology of pay</b>            Many funds have strong beliefs when it comes to the way the superannuation industry structures pay, and its impact on leadership and culture. This highly-interactive session will seek to challenge you on your attitudes to pay and delve into whether established practices deliver on the desired objectives of driving performance, productivity improvements or motivating and retaining key talent. Shai Ganu will examine the effectiveness of current models and their perceived value to employees; i.e. the psychology of pay. He will lead delegates through anonymous live-polling and ask what they feel about conventional arrangements, as well as which structures would engage them and their teams to perform at their best. Based on those responses, he will test the effectiveness of current programs in motivating and driving performance. Shai will then discuss alternate models, and share examples where companies have implemented innovative arrangements, to help truly transform their businesses.</p> <p><b>Part B: Measuring and incentivising good leadership</b>            This panel will look at how high-performing organisations measure and incentivise good leadership. What is the measure of a leader? Is it membership growth, investment outcomes, talent retention? How can funds align performance incentives and objectives with embedding the right culture across the entire organisation.</p>	<p>Shai Ganu, Managing Director, Rewards Business Leader - Asia Pacific, Willis Towers Watson</p> <p><b>Panellists:</b>            Shai Ganu</p> <p>Annette Gunnis, General Manager, Finance Industry Remuneration Group</p> <p><b>Panellist and chair:</b>            John Egan, Executive Chairman, Egan Associates</p>
2.15pm	<p><b>Session 5</b>  <b>The benefits of diverse leadership</b>            Deriving benefit from leadership diversity is the core of Cbus' Elevate Program. This case study looks at a unique collective development initiative with the aim of developing the leadership skills for both sponsors and sponsees within Cbus' investment team.</p> <p>With Cbus looking to ensure at least 40% gender diversity throughout its fund, representation of women at senior levels in the investment team was identified as an area for improvement. The Elevate program aimed to increase advocacy and developing the potential and influencing skills of women, while helping their male sponsors develop inclusive leadership skills. Elevate transcended Cbus, with participants also from HESTA and Frontier Advisors.</p> <p>The case study will look at the ideation and process of the program and report on measurement metrics.</p>	<p>Kristian Fok, Chief Investment Officer, Cbus</p> <p>Belinda Ryan, People &amp; Culture Business Partner, Investments, Cbus</p> <p><b>Chair:</b> Yolanda Beattie, Founder and Director, Yo&amp;Co</p>

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2.55pm	Afternoon tea	
3.15pm	<p><b>Session 6</b>  <b>Workshop: Crisis time</b>                      The mettle of any organisation is tested when things go wrong. How can funds deal with reputational, regulatory and people risk in times of crisis?</p>	<p>Carden Calder,                      Managing Director, BlueChip Communication</p> <p><b>Speaker and chair:</b>                      Andrew Boal, Chief Executive Officer, Rice Warner</p>
4.05pm	<p><b>Session 7</b>  <b>The executive search perspective</b>                      What are top recruiters looking for when researching and identifying leadership talent? This session will look at the disruptive forces at play and “out of the box” thinking on senior talent needs and roles to equip the super industry for a competitive future.</p>	<p>Daniel Coone, Johnson Partners</p> <p>Jarrod Hall, Client Services Director, Evolve Intelligence</p> <p>Sally Humphris, Executive Director, Super Recruiters</p> <p><b>Chair:</b> Murray Priestman, Principal, Priestman Associates</p>
4.45pm	<b>Wrap up and thanks</b>	Chris Davies, Chief Executive Officer, TelstraSuper
4.50pm	<b>Networking drinks</b>	
5.30pm	<b>Event concludes</b>	