

SPEAKERS AND CHAIRS

Friday 28 June 2019, Melbourne



Yolanda Beattie, Founder and Director, Yo&Co

Yolanda Beattie founded Yo&Co in 2019 after spending three years leading Mercer's diversity and inclusion practice and before that three years leading the Workplace Gender Equality Agency's public affairs team. In the decade before, she held senior corporate affairs roles at large financial services companies such as Macquarie and Insurance Australia Group.

All of her career highlights involve helping individuals, teams or organisations have the important and sometimes hard conversations that lead to transformational change. She brings to clients an infectious energy, passion for breaking the mold and insatiable desire to get to the heart of issues in pursuit of solutions that work.

Yolanda holds a Bachelors degree in Commerce and a Masters degree (with merit) in public policy. She is a certified executive coach (IECL) and is an accredited Clarity 4D facilitator.



Andrew Boal, Chief Executive Officer, Rice Warner

Andrew Boal is an experienced financial services professional who specialises in providing actuarial and strategic consulting advice to leading companies and superannuation funds.

Prior to joining Rice Warner in April 2019, Andrew spent more than 30 years advising clients on superannuation, life insurance, employee benefits, risk management, investments and talent management. During his career, Andrew has driven research and public policy in various areas, including retirement adequacy, retirement income products and solutions, member disclosure and advice, member engagement and digital solutions, governance and conflict management.

Andrew has been a regular speaker at various industry events including the annual ASFA Conference, the 2012 and 2015 Asia-Pacific Pensions Forum, and the 2010 OECD/IOPS Global Forum on Private Pensions.

Andrew was a member of the Board of Directors of ASFA from November 2015 to April 2019, during which time he was Chair of the Consumer and Industry Outcomes Policy Council and Deputy Chair of the Super System Design Policy Council. He is currently Chair of ASFA's 2019 Conference Committee, having previously been a committee member from 2009-14.



Janet Brown, Executive General Manager, People & Culture, TelstraSuper

As Executive General Manager, People & Culture, Janet is responsible for all human resource initiatives within TelstraSuper. This includes creating employee-focused programmes aimed at staff development and nurturing a positive and forward-thinking work environment.

Janet has expertise in managing informational business change, and a proven strategic focus in people leadership. She is motivated by empowering others to succeed and building team culture with a strong customer focus. Previously, Janet undertook senior HR roles at National Australia Bank and Coles Pty Ltd, across national and global markets.



Carden Calder, Managing Director, BlueChip Communication

Carden Calder is a financial services reputation and communication consultant and commentator.

She has specialised in financial services and super for more than 20 years, helping Boards, CEOs and leadership teams engage stakeholders, win and keep their mandate to lead, and build and protect both corporate and personal reputations. Her particular expertise in financial services reputation risk forms the focus of her forthcoming book, 'Seven Signs You're Headed for a PR Crisis and Three Ways to Avoid One'.

As a consultant, Carden has guided superannuation, insurance and funds management leadership teams through the risk of material reputational damage from corporate actions, criminal matters, market events and operational issues. Carden led the 9/11 response for a top-20 ASX-listed organisation, the crisis communication preparation and responses for the Sydney 2000 Olympic Games insurer and Torch Relay partner, and the reputation management of Australia's largest corporate fraud, and navigated clients through the GFC and Royal Commission. Drawing on her current book research and 20 years of case studies and interviews with international finance-sector leaders, she has most recently developed a post-Royal Commission Reputation Risk Framework for financial sector organisations.

Carden's career began in public-sector diversity, gender equity and policy, before she specialised in financial services via corporate affairs and change management roles in well-known finance sector organisations. In 2004, she launched BlueChip Communication – an award-winning specialist financial services marketing and communication consultancy. In her spare time, Carden chairs the Advisory Board of Inspiring Rare Birds, a business dedicated to increasing the number of female entrepreneurs in Australia, and mentors current and future female leaders.



Daniel Coone, Partner, Johnson

Daniel Coone leads Johnson's Financial Services practice.

Daniel brings over two decades of search experience, both in Australia and internationally. Daniel joins us following 10 years at Heidrick & Struggles where he was a leader in the Financial Services practice based in Sydney.

Over the past 10 years, Daniel has completed several hundred senior leadership searches, including board members, chief executive officers, and other senior executives for financial services clients in private equity, infrastructure & real estate, global banking & markets, commercial banking, insurance, wealth management, superannuation and asset management.

Prior to joining Heidrick & Struggles, Daniel worked in executive search in the UK and Australia completing cross-border searches for multiple locations in Europe and Asia.

Daniel holds a bachelor's degree from the University of Wales in the UK and has completed a number of post-graduate courses with FINSIA.



John Egan, Principal, Egan Associates

John Egan is a career management consultant, with particular interests in the alignment of strategy with organisation structure, Board governance and remuneration matters. He commenced his career in remuneration consulting with Cullen Egan Dell and from the period 1983 to early 1989 was the Chief Executive of the Noble Lowndes Group, now part of Mercers worldwide.

John has worked with more than 80% of Australia's top 100 companies over his consulting career and a myriad of entrepreneurial organisations, including both listed and private companies, as well as a significant number of international groups. He has undertaken projects addressing Board remuneration, Chief Executive pay, as well as studies dealing with the reward of senior management and executives fulfilling specialist roles across a myriad of organisations including private companies, investment banks, private equity, professional firms, superannuation funds as well as listed entities on the ASX and NZX.

John has gained broad experience in international reward arrangements across most industry sectors and has been involved in consultations in respect of takeovers or mergers, spin-outs or new start-ups requiring the alignment of reward policies with business strategy. He has worked extensively with Government at State and Federal level and with a number of professional firms in engineering & science-based fields, project management, architecture, accounting and business services as well as legal partnerships.

John has also been engaged in sensitive Government projects, including a review of fees paid to Directors and Advisory Committee members across Government bodies, undertaken a number of reviews of the remuneration of Federal Parliamentarians and Commonwealth Department Secretaries and key Statutory Officeholders. He has been appointed by Courts as an expert in remuneration matters and has been engaged in work value and pay issues before the Fair Work Commission.

Earlier in his career John developed the foundation job evaluation methodologies that underpin many pay structures across Australia's private sector and the Government sector's senior executive services. Over the past three decades John has also been actively engaged in the profession of management consulting and served on the Federal Council of the Institute of Management Consultants in Australia for many years and also served a term as the Federal President of the Institute.

John served on and ultimately Chaired the National Advisory Board of AISEC, the world's largest international university students association for more than ten years and for fifteen years was a member of the Board of Advice for the Faculty of Economics and Business at the University of Sydney, a Board which he Chaired for ten years. John is a former Trustee of the Royal Botanic Gardens, which reflects a commitment to following his interests as the owner of The Braes heritage garden in Leura. John is a Fellow of the Australian Institute of Company Directors and the Institute of Management Consultants in Australia.



Dr Martin Fahy, Chief Executive Officer, ASFA

Dr Martin Fahy is Chief Executive Officer of the Association of Superannuation Funds of Australia (ASFA).

Martin joined ASFA in November 2016 and was previously a Partner in management consultancy at KPMG, where he worked with clients across the financial services and other sectors to drive transformational change.

Martin has worked in a consulting and advisory capacity in the US, Europe, the Middle East and Africa and Asia Pacific. He is a recognized thought leader in the field of Shared Services, Business Process Outsourcing (BPO) and Finance Transformation. He has presented at more than 500 industry and academic conferences and has published five books, three monographs and numerous articles.

From 2007 to 2011, Martin was CEO at the Financial Services Institute of Australasia (FINSIA) where he led the organisation's transformation post the sale of its education business. Prior to FINSIA, he led strategy and development for the Chartered Institute of Management Accountants (CIMA) in Asia Pacific.

Martin holds a Ph.D from the National University of Ireland, is a former senior Fulbright scholar and has extensive research and policy experience from his time as an academic. He is an Adjunct Professor at the University of Technology Sydney, where he is also Chair of the Centre for Management and Organisational Studies (CMOS) Advisory Board.



Kristian Fok, Chief Investment Officer, Cbus

Kristian is the CIO at Cbus. His team is responsible for designing, setting and implementing the investment strategy for the Fund. The investment strategy is implemented with a mix of internally managed investments and outsourced asset managers.



Shai Ganu, Managing Director, Rewards Business Leader - Asia Pacific, Willis Towers Watson

Shai Ganu is the Managing Director for Willis Towers Watson's Rewards business across Asia Pacific, and its Talent & Reward business across ASEAN and South Asia – covering Board Advisory, Management Consulting, and Data Services portfolios.

Shai leads a team of 450 exceptional consultants providing human capital advisory, data, and software solutions to organizations across the region. This includes advising companies on their executive compensation, board effectiveness, performance management, talent management, sales effectiveness, and Diversity & Inclusion strategies.

Shai is an expert on Board and Executive Compensation, Board Effectiveness Assessments, and Corporate Governance. He specializes in Financial Services, Telecommunication, FinTech, Real Estate, and FMCG industries.

Shai is a member and faculty Non-Executive Director institutes in Singapore, Malaysia, Philippines; and also serves on Singapore Institute of Director's Professional Development and Diversity committees. He is an associate lecturer at Singapore Management University (SMU) and conducts training courses for Directors on Remuneration Committee and Nominating Committee matters. Shai is also faculty and guest speaker at several director institutes across the region.

Shai frequently contributes his views and opinion to the Business Times in Singapore and other publications on Executive Pay and Corporate Governance. He was the lead author for the Remuneration Committee Guidebook for SID, and has also written chapters for HR textbook for MBA courses. Shai serves on the Boards and HR Committees of leading companies and not-for-profit organizations in the region.



Avril Henry, Managing Director, Avril Henry and Associates

Avril Henry is an acclaimed keynote speaker, provocateur, consultant, coach, mentor and author, who is passionate about diversity and inclusion, developing collaborative leaders and positive workplaces. Over 15 years her consulting business has worked with organisations to change their culture and build their leadership capability. Avril's career has spanned senior roles in finance, IT, project management, change management and human resources in South Africa, Australia, the UK and USA. She is a Fellow of CPA Australia, Senior Fellow of the Financial Services Institute of Australasia, a Fellow of the Australian Institute of Managers and Leaders, Graduate of the Australian Institute of Company Directors and member of the AHRI.

Avril is on the boards of My Property Circles (property investment) and CJC Management (engineering and construction) and is the Chair of Catch Up Australia (to address financial security of women over 55). She has served on the boards of NOW Australia (addressing sexual harassment in Australian workplaces), the Can Too Foundation (raising money for cancer research through fitness programs) and several industry association bodies.

In 2015 Avril was named one of the AFR Westpac 100 Women of Influence in Australia, and one of the 10 most influential women in the diversity space. She has been recognised by the Human Rights Commission and received business awards in Australia and the USA, for her diversity programs. She has received the prestigious Lifetime Achievement in HR Award at the Australian Human Resources Awards and received a global award for Excellence in Leadership Coaching.

She is a senior advisor on cultural transformation, gender and diversity to the Chief of Defence, Chief of Army, Australia; the ACT Commissioner of Emergency Services and was the longest serving member of the Navy People & Capability Committee. For the past six years Avril has coached Generals and Brigadiers in the Australian Army, including the Chief of Army and Head of Special Forces. Her clients include banks, mining, construction, IT, the health sector, universities, pharmaceutical and biotech's, and state & federal government departments

She is the author and co-author of several books on leadership and the different generations at work, and one of her books, Leadership Revelations II How Australians Lead In Crises, was one of the Australian Financial Review BOSS magazine's top 5 brain food books of 2012. Her latest book, Leadership Revelations III How We Achieve the Gender Tipping Point was launched by a Former Chief of Army and Australian of the Year 2016. Avril is a regular panellist on TV on ABC The Drum and presenter on ABC national radio and writes for several business magazines. She lives in Sydney with her husband and two Spoodles, who keep her grounded!



Maria Leske, Practice leader – Talent Management, Mercer

Maria is a Practice Leader at Mercer and is based in Melbourne. She leads the Assessment and Talent Management practice area. She has worked across many top 100 ASX companies in a broad range of industries, including Financial Services, Entertainment, Pharmaceutical, Manufacturing, Professional Services, Construction, Mining and Oil & Gas, Retail and Energy.

Maria holds a Bachelor of Arts with Honours, majoring in English Literature, Politics and Sociology from the University of Monash. She also holds a postgraduate degree as a clinician and specialist skills as a family and couples therapist. She is accredited in several psychometric and assessment methodologies and has technical competence in survey design and capability frameworks.

Maria draws on twenty years of business and human capital experience, she brings deep leadership and talent experience to deliver growth for businesses. Maria is a trusted advisor on a full range of complex people decisions, from board appointments to executive selection and a strategic advisor on organisations talent strategy in order to build leadership bench strength.

She has conducted Executive and pivotal role succession planning, Designed Board Skills Matrixes, along with talent identification and development initiatives for clients across various industries; lead numerous business-wide talent programs that have delivered significant, positive results.

Maria is a confidential sounding board for C-suite who have needed support to navigate critical moments in the business. She is an executive coach and helps Executives recently hired or promoted into new leadership roles accelerate their assimilation into the new position and environment.



Katharine McLennan, Head of Human Performance, WithYouWithMe

Katharine McLennan has a career that spans corporate strategy, execution and leadership development. Her specialty is facilitating executive teams in the integration of strategy, operations, team dynamics and self-transformation.

She is most excited these days about the arrival of the Imagination Age in Australia and what it means for our talent and our economy. We must transform our skills rapidly and holistically. As such, she has just joined the rapidly-growing start up WithYouWithMe, a company that is fundamentally reshaping how talent works, how labour markets are wired, and how people learn, choose their careers and get a job in Australia and, now, the United States. WithYouWithMe is on a trajectory to become the Uber and AirBnB of the talent space globally.

Over the years, Katharine has led the global People & Culture function for Cochlear, the Talent and Business Unit HR function across CBA as EGM, and the Global Leadership Academy for QBE. Prior to her corporate years, Katharine spent 10 years in leadership advisory work, leading projects in CEO succession planning, C-suite team strategy facilitation and executive assessment for ASX top 50 clients.

Before her leadership consulting years, Katharine spent four years as the key architect and implementer of the Sydney Organising Committee for the Olympic Games operational planning, known as the main facilitator for the venue operations and contingency exercises. In the early 90s, Katharine worked for Booz Allen & Hamilton, driving corporate growth strategies, business reconstruction and process re-engineering across health care, banking, telecommunications and logistics.

Katharine served on the UTS Business School Advisory Board for seven years and is now an Industry Professor for UTS. She is a member of the Board of Petrea King's Quest for Life Foundation, a foundation that has taught resilience to thousands of people living with cancer, grief, AIDS, depression, anxiety and other traumas. Katharine is also a qualified psychotherapist, a committed student of Gnosticism, and a regular practitioner of Ashtanga and its eight limbs of yoga.



Belinda Ryan, People and Culture Business Partner, Investments Team, Cbus

Belinda Ryan is an experienced Organisational Development professional with extensive experience in both consulting and internal HR who brings with her a passion for delivering innovative programs to support large cultural transformations. Belinda is passionate about creating exceptional employee experiences in addition to harnessing the power of Diversity, Inclusion and Belonging. Belinda has been working at Cbus for five years and her current role is the People and Culture Business Partner for the Investments Team.



Steve Travis, Executive General Manager, Member Growth & Marketing, Sunsuper

Steve is the Executive General Manager for Member Growth & Marketing for Sunsuper.

Steve is responsible for retaining and growing members for Sunsuper. He provides strategic direction for the design and delivery of customer experience, brand & marketing, and the advice capability including a network of aligned advice practices.

Steve's had an eclectic career, having worked in Vanguard's Retail Direct division based in Philadelphia, owned and operated a financial planning business, as well as held various leadership and management positions across Sunsuper for over 10 years.

Steve holds a Bachelor of Business (Accounting), Masters degrees in both Applied Finance and Organisational Leadership, and a Fellow of the Financial Services Institute of Australasia.



Petrina Weston, Executive General Manager, People & Culture, Sunsuper

Petrina joined Sunsuper in 2013 and was appointed the Executive General Manager of People & Culture in March 2019, after holding a number of senior people roles within the business. In collaboration with her Executive team, Petrina is accountable for setting and leading the People and Culture agenda that enables Sunsuper to embed and sustain high performance to achieve its vision for the future. With an expertise in strategic human resources, talent management, industrial relations, engagement, culture change and mergers, this enables leadership of a portfolio and team responsible for creating an environment and culture that attracts and enables the best talent to thrive.

Petrina has nearly 25 years' experience in human resources and prior to joining Sunsuper held leadership roles at Origin Energy, Aussie Home Loans, AAMI and Vodafone.