

PROGRAM

Friday 28 June 2019, Melbourne

	Session	Speakers and chairs
9.00am	Registration Tea and coffee served on arrival	
9.30am	Welcome and opening address	Dr Martin Fahy, Chief Executive Officer, ASFA
9.40am	<p>Session 1 The Generational Divide and other challenges - defining what good leadership looks like 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>	Avril Henry, Managing Director, Avril Henry and Associates
10.30am	<p>Session 2 A bold investment in leadership 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 & Marketing, Sunsuper</p> <p>Petrina Weston, Executive General Manager, People & Culture, Sunsuper</p> <p>Chair: Dr Colin Pitt, Managing Director, Linkage Australia</p>
11.10am	Morning tea	

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11.30am	<p>Session 3 Different approaches to leadership development tools and techniques Part A: Leadership in the Imagination Age As we enter the Imagination Age, the rules of the road have changed. We are now living in a world that is constantly changing from moment to moment, infinitely porous, and on 24/7. Power is now defined by she who has the idea instead of he who has the knowledge or by they who have the financial capital. Creating conditions for creators is critical and this becomes the job for a new style of leader, who looks different from the Lee Iacocca of the Industrial Age and the Steve Jobs of the Information Age. Come ready to discuss what that leader might look like AND what type of organisation is going to thrive in the Imagination Age. How will this impact the superannuation industry – our organisations themselves, our members and stakeholders, and the assets in which we will invest.</p> <p>Part B: What’s working in leadership development – panel plus table discussions 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 panellists will then pose questions for table discussions with ‘captains’ to report back to the panel on their insights for feedback.</p>	<p>Katharine McLennan, Head of Human Performance, WithYouWithMe</p> <p>Panellists: Katharine McLennan</p> <p>Artie Gindidis, Partner, Human Capital Consulting, Deloitte</p> <p>Panellist and chair: Murray Priestman, Principal, Priestman Associates</p>
12.30pm	Lunch	

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1.15pm	<p>Session 4 Remuneration, rewards and incentives Part A: Understanding the psychology of pay 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>Part B: Measuring and incentivising good leadership 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>Panellists: Shai Ganu</p> <p>Janet Brown, Executive General Manager, People and Culture, TelstraSuper</p> <p>Panellist and chair: John Egan, Executive Chairman, Egan Associates</p>
2.15pm	<p>Session 5 The benefits of diverse leadership 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 & Culture Business Partner, Investments, Cbus</p> <p>Chair: Yolanda Beattie, Founder and Director, Yo&Co</p>

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2.55pm	Afternoon tea	
3.15pm	<p>Session 6 Crisis time 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><i>Additional speaker to be confirmed</i></p> <p>Speaker and chair: Andrew Boal, Chief Executive Officer, Rice Warner</p>
4.05pm	<p>Session 7 The executive search perspective 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>Maria Leske, Practice Leader – Talent Management, Mercer</p> <p>Sally Humphris, Executive Director, Super Recruiters</p> <p>Chair: Murray Priestman, Principal, Priestman Associates</p>
4.45pm	Wrap up and thanks	Martin Fahy, Chief Executive Officer, ASFA
4.50pm	Networking drinks	
5.30pm	Event concludes	