

RESOURCESWORKFORCESTRATEGIES

Talent management, recruitment
engagement & performance in mining, oil & gas.
8 Case Studies.

20 - 22 JUNE 2011 STAMFORD PLAZA - BRISBANE

QUEENSLAND'S BEST VALUE & MOST PRACTICAL CASE STUDY DRIVEN
HR CONFERENCE FOR THE RESOURCES SECTOR



Rick Verhage,
Global Mobility
Manager, Australia
New Zealand,
**AECOM
AUSTRALIA**



Milano Pellegrini,
HR Business
Partner, Refining,
**CALTEX
AUSTRALIA
PETROLEUM**



Roger Atkins,
Director,
**QUEENSLAND
MINERALS
AND ENERGY
ACADEMY
(QMEA)**



Rod Camm,
CEO,
**SKILLS
QUEENSLAND**



Gerry McDonald,
Human Resources
Manager,
**WHITEHAVEN
COAL**



Stuart Hansford,
Organisational
Development
Manager,
**PEABODY
ENERGY**



Peter Zambelli,
Director, Human
Resources,
QER



Corlia Roos,
General Manager,
Human Resources,
LINC ENERGY

Joseph Fatnowna, *Indigenous Development Manager*,
BIS INDUSTRIAL

Sean Reddell, *Principal Consultant*,
BLAZE UNLIMITED

Marie Irwin, *Manager, Employee Relations and Diversity*,
CALTEX AUSTRALIA

Simon Winfield, *Regional Director - Resources & Energy*,
HAYS

Gareth Broadrick, *Senior Manager - Resources & Mining*,
HAYS

Kelly Maniatis, *Senior Consultant Psychologist*,
HR BUSINESS SOLUTIONS

Derek Hunter, *CEO*,
MINING INDUSTRY SKILLS CENTRE

Deb Jones, *Manager - Research and Development*,
MINING INDUSTRY SKILLS CENTRE

Mike Beeley, *CEO*,
REAGENT EMPLOYER MARKETING

Shaun Palmer, *General Manager, Human Resources*,
XSTRATA COAL

INCLUDES AN IN-CONFERENCE WORKSHOP FOR ALL DELEGATES:
Implementing a compelling EVP:
improving retention and direct-sourcing/recruitment activity

Book by
27 May 2011
to
SAVE \$100

TESTIMONIALS FROM RESOURCES WORKFORCE STRATEGIES 2010

*"Eye opener to what is happening
in WA. The future for QLD."*

Milano Pellegrini,
Head of HR, Refining,
CALTEX AUSTRALIA

*"Very relevant for what I'm
currently working on."*

Lucy McIntyre,
Senior HR Advisor,
ATLAS IRON

*"Good topics with good
speakers."*

Julie-Anne Bereza,
HR Advisor,
QER

*"Good spread of HR case studies
& issues."*

Chris Fraser,
Executive Director,
MINERALS COUNCIL OF AUS

"Good opportunity to understand common issues in attraction & retention across the industry, & some ideas for strategies to address."
Vanessa Macrin, *Principal HR Advisor*, **BHP BILLITON IRON ORE**

JOIN THE PRE-CONFERENCE WORKSHOPS FOR PRACTICAL, FOCUSED LEARNING MONDAY, 20th JUNE 2011:

(a) Recruiting for senior technical positions in
the resources sector

(b) Employee engagement and retention strategies
for a diversified resources sector workforce

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PRE-CONFERENCE WORKSHOPS

Monday 20th JUNE 2011

These structured workshops will also allow for interactive and group discussion reviewing participants' successes and challenges. The workshops are ideal for HR professions in the mining & metals, oil & gas, and related industries.

Registration is from 9.30am

Workshop A 10:00 – 12:30

10:00 **Recruiting for senior technical positions in the resources sector**

- Achieving a significant rate of return from highly paid professionals on capital intensive projects
- Formulating appropriate remuneration strategies for senior appointments, which help you to achieve competitive advantage
- Developing a tailored and personal approach to senior appointments
- Competing with short term contracting benefits and remuneration
- Ensuring a cultural fit for long term contractors who become permanent

Kelly Maniatis, *Senior Consultant Psychologist*,
HR BUSINESS SOLUTIONS



Over the past decade, Kelly has been successfully providing leaders and employees with practical advice, based on contemporary psychological principles. Kelly seeks to improve workplace relationships and individual performance by utilising a range of psychological approaches and techniques which are easy to implement and deliver results. Kelly is passionate about providing business-focused solutions. She uses simple, everyday language to provide solutions to CEO's, business leaders and HR professionals that make real world sense and avoid the psycho-babble.

12.30 **LUNCH**

Workshop B 1:30 – 4:00

1.30 **Employee engagement & retention strategies for a diversified resources sector workforce**

- Analysing engagement and retention strategies used successfully in the resources sector – including participant experiences, methodologies and results
- Gaining a comprehensive understanding of current trends and statistical analysis regarding engagement and retention
- Exploring the new psychology of engagement and commitment
- Reviewing lessons learned when conducting workforce focus group sessions
- Addressing the unique needs of fly-in/fly-out (FIFO) employees

Sean Reddell, *Principal Consultant*,
BLAZE UNLIMITED

Sean Reddell brings a wide range of experience in understanding, predicting and ultimately influencing human behaviour and performance in the workplace. He holds formal qualifications in psychology and coaching has been working successfully in the learning, organisational development and change management fields for over 10 years. In today's skills shortage and highly competitive labour market Blaze Unlimited believe that organisations which focus on providing a rich and rewarding work environment for their employees will reap the benefits of reduced attrition, higher levels of employee satisfaction and performance, and improved 'Employer of Choice' branding to name just a few of the benefits. Sean helps companies achieve a satisfied, better engaged, more productive and resilient workforce, which contributes directly to the bottom line of your organisation's performance.

DAY ONE

Tuesday 21st JUNE 2011

9.00 **Welcome from the Chairperson**

SKILLS STRATEGIES FOR THE RESOURCES SECTOR GROWTH

9.10 **KEYNOTE: Economic development and workforce development initiatives to support resources sector growth**

- Gaining an update on state workforce development and outlooks, with regard to labour supply and demand for the resources sector
- Understanding new Aboriginal workforce development and employment initiatives for the resources sector
- Connecting industry and government, to improve workforce development and reduce skills shortages

Rod Camm, *CEO*,
SKILLS QUEENSLAND

RECRUITING IN A TIGHT SKILLS MARKET

9.55 **Recruitment strategies to reflect market conditions**

- Assessing volumes of personnel required for new or stalled projects which are re-commencing
- Adopting strategies for recruiting skills which are in short supply
- Developing and communicating competitive remuneration and incentive programs

Simon Winfield, *Regional Director - Resources & Energy*,
HAYS

10.40 **MORNING TEA**

COMMUNICATING YOUR EVP

11.05 **CASE STUDY: Creating a solid employment value proposition (EVP) – improving attractiveness, retention, and commitment**

- Discovering what you have to offer as an organisation, and finding your unique proposition
- Focusing on jobs and lifestyle propositions, versus remuneration approaches
- Improving the attractiveness of your organisation and sourcing from a deeper pool of talent
- Placing the EVP in a strategic context

Gerry McDonald, *Human Resources Manager*,
WHITEHAVEN COAL

TECHNICAL SKILLS RECRUITMENT

11.50 **PANEL DISCUSSION: Beating the challenge of professional and technical recruitment in a tight skills market**

- Determining the right package of salary, benefits, lifestyle and intangible options
- Effectively positioning the company or project
- Building a technical talent pipeline in a tight market

Panel moderator:

Gareth Broadrick, *Senior Manager - Resources & Mining*,
HAYS

Panelists include:

Milano Pellegrini, *HR Business Partner, Refining*,
CALTEX AUSTRALIA PETROLEUM

12.35 **LUNCH**

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WORKFORCE CAPACITY PLANNING

- 1.40 CASE STUDY: Predicting future workforce needs with developing strategies to efficiently match demand and capability**
- Matching strategic HR goals with your organisational structure, and future resourcing requirements
 - Formulating your organisational strategies in the next 5-10 years
 - Forecasting workforce demand for different divisions within the organisation
- Shaun Palmer**, *General Manager, Human Resources*,
XSTRATA COAL

INTERNATIONAL TALENT POOLS AND EXPATRIATE MANAGEMENT

- 2.25 CASE STUDY: Skilled migration and employee mobilisation – increasing project skill supply**
- Facilitating progressive skilled migration programs at your organisation
 - Working with the government in regards to skilled migration
 - Evaluating cultural issues, fit, work behavioural aspects, and the candidate's likelihood of stability in the position
 - Determining remuneration and benefits for international candidates and expatriate positions
 - Working with foreign recruitment partners
 - Building a supportive expatriate management program
 - Ensuring that your multi-ethnic workforce feels valued and engaged
- Rick Verhage**, *Global Mobility Manager*,
Australia New Zealand
AECOM AUSTRALIA

3.10 AFTERNOON TEA

INDIGENOUS WORKFORCE INITIATIVES

- 3.30 CASE STUDY: Positioning yourself as an employer of choice in Aboriginal communities**
- Facilitating meaningful and progressive indigenous employment programs
 - Maximising indigenous employment and career opportunities
 - Engaging communities to encourage workforce participation
 - Successfully engaging Aboriginal team members
 - Evaluating the success of your indigenous employment programs
- Joseph Fatnowna**, *Indigenous Development Manager*,
BIS INDUSTRIAL

WORKPLACE DIVERSITY

- 4.15 CASE STUDY: Gender diversity in a blue collar environment**
- Bringing diversity policy in to practice
 - Understanding the importance of gender diversity in a blue collar environment
 - Attracting and retaining diverse talent
 - Ensuring career paths for women in the resources and related sectors
- Milano Pellegrini**, *HR Business Partner, Refining*, &
Marie Irwin, *Manager, Employee Relations and Diversity*,
CALTEX AUSTRALIA

5.00 CLOSE OF DAY ONE & NETWORKING DRINKS

DAY TWO
Wednesday 22nd JUNE 2011

- 9.00 Welcome from the Chairperson:**
Roger Atkins, *Director*,
QUEENSLAND MINERALS AND ENERGY ACADEMY (QMEA)

ORGANISATIONAL PERFORMANCE BEST PRACTICE

- 9.10 CASE STUDY: My, your and our goals: aligning individual and organisational goals**
- Translating business strategy into organisational performance goals
 - Cascading organisational goals to teams and individuals, to drive high performance
 - Managing, monitoring and adjusting team and individual goals
 - Communicating performance objectives and standards
- Corlia Roos**, *General Manager, Human Resources*,
LINC ENERGY

- 9.55 CASE STUDY: Getting the best from our scarce people resources: lessons from a growing energy-development company**
- Holding out for the right people: it's not easy, but worth it
 - Finding common ground with people, through purpose, autonomy and mastery
 - Keeping people-systems sharp and simple
- Peter Zambelli**, *Director, Human Resources*,
QER

10.40 MORNING TEA

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EXTERNAL PIPELINES & NEW CHANNELS

11.05 KEYNOTE: Ensuring reliable and consistent skills in a mobile and contractor based industry

- Supporting the volume of new people anticipated to join the oil & gas sector, through new accredited safety training programs and a culture of workplace safety
- Developing industry skills standards, including determination of:
 - competencies required
 - training delivery methods
 - competency assessment models
 - methods of rolling out programs across the industry

Derek Hunter, CEO, &
Deb Jones, Manager - Research and Development,
THE MINING INDUSTRY SKILLS CENTRE

CAREER PATHING, LEADERSHIP DEVELOPMENT & RETENTION

11.50 CASE STUDY: Implementing successful career management and development strategies to improve business outcomes

- Building leadership capability, and ensuring employee engagement across disparate business units
- Improving business performance through strategic change management
- Understanding how "values based leadership" has been adopted
- Managing successful employee development programs which help achieve retention

Stuart Hansford, Organisational Development Manager,
PEABODY ENERGY

12.35 LUNCH

QUEENSLAND'S BEST VALUE & MOST PRACTICAL CASE STUDY DRIVEN HR CONFERENCE FOR THE RESOURCES SECTOR

Resources Workforce Strategies QLD draws on the success of Resources Workforce Strategies WA 2010 conference.

Here are some more testimonials from past delegates:

"Timely & relevant."
Nerida Aitken, HR Manager,
ALCOA

"Topical, useful, good variety of topics."
Anita Tanell,
HR Manager, Pilbara Access,
PARK BROWN INTERNATIONAL

"Relevant & rounded conference."
Mal Hallman, GM, HR,
MMG

"Very beneficial, covered a wide scope of issues & presented helpful ideas"
Kate Field, HR Coordinator,
NILSEN RESOURCES

CONNECTING STRENGTH IN EVP & EMPLOYER BRAND WITH BOTH RETENTION & SOURCING SUCCESS

1.40 With EVP being such a crucial element for achieving competitive advantage in the resources sector, this workshop will be conducted as part of the main body of the conference. Conference delegates are automatically enrolled to attend.

IN-CONFERENCE WORKSHOP: Implementing a compelling Employer Value Proposition (EVP): improving retention and direct-sourcing/recruitment activity

- Researching and articulating your EVP
- Developing and communicating your employer brand
- Supporting recruitment activities through your EVP
- Building a sustainable and powerful employer brand in the Australian resources sector
- Unlocking the potential of employee referrals

Mike Beeley, CEO,

REAGENT EMPLOYER MARKETING



Mike Beeley has spent the last 20+ years helping global and local organisations understand their EVP and how to market their employment proposition to their target audiences through traditional and emerging media. Re.Agent Employer Marketing with offices in Brisbane and Sydney helps build talent pipelines for over 50 clients from global majors to smaller Australian SMEs, including QGC, Origin and Bechtel. Mike has consulted with organisations across all industries in the private and public sectors, showing them how to build the skills and resources to 'farm' talent through employer branding and creative talent communication management.

4.40 CLOSE OF CONFERENCE

WHO SHOULD COME TO RESOURCES WORKFORCE STRATEGIES QUEENSLAND?

The Resources Workforce Strategies conference is specifically designed to meet the needs of HR practitioners within the mining plus oil & gas sectors, plus those servicing the resources sector.

Delegates will be the from the following HR roles & specialty areas:

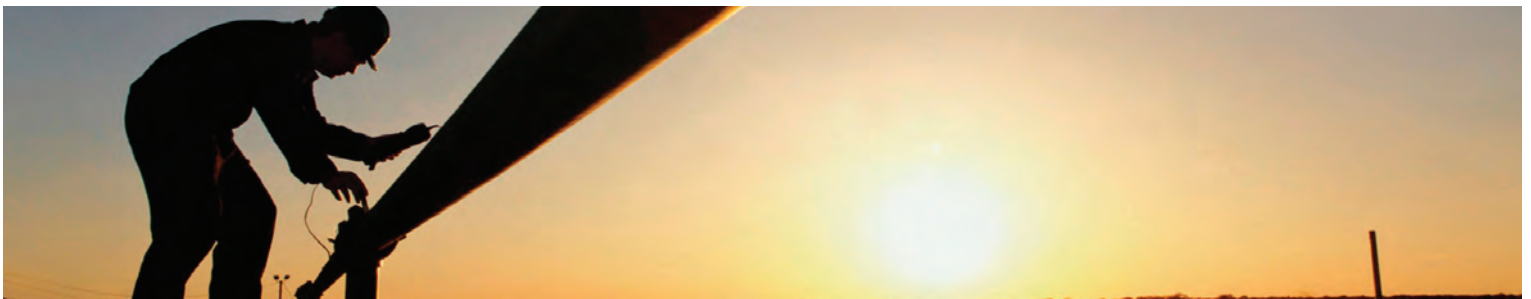
- HR Managers and Directors
- HR Advisors & Business Partners
- Heads of recruitment, attraction & selection
- Organisational development & capability
- Vocational training & education managers
- Employee relations
- Heads of operations
- Heads of project teams
- Managers of people and performance

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WHY YOU SHOULD ATTEND

With skills issues becoming critical due to the demand for resources, it is **timely for the resources sector to come together to address workforce management, development and recruitment strategies**. Attending the Resources Workforce Strategies Queensland conference will help you **adopt strategies to improve attraction and retention** in the current market. **Optimise demand and supply for your projects** - from exploration and feasibility through to construction and operation. Gain practical solutions for HR functions in the resources sector. Also **manage HR strategy alignment with business performance goals**, and balance remuneration with incentives, lifestyle and business considerations. **Attend to improve and sustain employee engagement**, commitment, retention, and productivity. Increase your competitive advantage as an employer of choice. Learn from other **leadership and career pathing** programs being used within the industry. Understand how others are adopting **progressive indigenous employment and workforce strategies**.



ABOUT RESOURCEFUL EVENTS:

Unlike other conference companies, at Resourceful Events we only stage conferences for the resources and related sectors, and we know your industry.

Resourceful Events is the Australian conference division of Aspermont Limited – publisher of Australia's leading print and internet publications for the mining, oil & gas, and related sectors.

Our signature events have been market leading and large scale investment focused summits, such as *Excellence in Mining & Exploration*, and *Excellence in Oil & Gas*. Our new suite of industry summits will be incorporating other key strategic and operational topic areas.

Aspermont operates Resourceful Events in partnership with Hong Kong based firm Beacon Events. The companies have jointly produced the highly successful Mines and Money series of events in Asia.



WHO SHOULD ATTEND?

- Mining companies
- Oil and gas companies
- Contractor companies
- Resources sector construction partners
- HR Managers, Directors, & Business Partners
- HR & talent management Advisors
- Heads of recruitment, attraction & selection
- Organisational development & capability
- Vocational training & education
- Employee relations managers
- Heads of operations
- Managers of people and performance

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BUSINESS DEVELOPMENT OPPORTUNITIES

Do you provide executive search or recruitment services, talent management or organisational development consulting?

Demonstrate how your solutions and services which help HR professionals in the resources sector, through sponsorship or exhibition opportunities available at the Resources Workforce Strategies summit. Join a an audience of senior HR professionals from mining plus oil & gas, who may be looking for consultation or services. Event sponsorship provides an excellent opportunity to promote your company, to support your brands and to maintain a high profile among specialists before, during and after the event. We offer tailored sponsorship opportunities designed to meet the needs of companies sponsoring the event.


Please contact: Phil Barton by phone on (02) 8252 9413 or phil@resourcefulevents.com

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Level 4, 36 Carrington Street
SYDNEY NSW 2000

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VENUE INFORMATION

Stamford Plaza Hotel
Cnr Edward & Margaret Streets, Brisbane QLD 4000
Tel: +61 7 3221 1999 www.stamford.com.au/spb

I will attend:

FEE TABLE	All prices in AU\$ and inclusive of GST	NUMBER OF DAYS	BOOK BY 27TH MAY 2011	THEREAFTER
<input type="checkbox"/>	2 day conference + workshops	3	\$2,795	\$2,895
<input type="checkbox"/>	2 day conference	2	\$2,095	\$2,195
<input type="checkbox"/>	Workshops	1	\$1,095	\$1,195

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Approving Manager

(Mr/Mrs/Ms/Miss/Dr) First Name _____ Last Name _____
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Please tick the relevant box to indicate your method of payment.

(** When making payment, please include delegate name and conference code: RA613 **)

Please tick the relevant box to indicate method of payment




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 Account no.: 597-734-540
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Cancellation Policy: Should you be unable to attend, a substitute delegate is always welcome at no extra charge. We can also provide a credit note for attendance at any future events. Alternatively, a 50% refund will be provided for cancellations received in writing (letter or facsimile) no later than four weeks prior to the event; thereafter we regret no refunds can be made. Resourceful Events Pty Ltd reserves the right to alter the programme without notice including the substitution, alteration or cancellation of speakers and / or topics and / or alternation of the dates and / or location of the event. © 2011 Resourceful Events Pty Ltd. All rights reserved.