

HRD

HUMAN RESOURCES DIRECTOR

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AUSTRALIAN
HR AWARDS
WINNERS REVEALED

GLOBAL HR TRAILBLAZERS
SOUTHWEST AIRLINES

NEXT GENERATION

SPOTTING & GROOMING
THE LEADERS OF TOMORROW



TOP TIPS

- CLARIFYING CORPORATE VISION
- FOSTERING CREATIVE CONFLICT
- AVOIDING BURNOUT

THE LEADERSHIP ISSUE
Learn from the best of the best

ACCENTURE
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AUSTRALIAN HR Awards 2014

WINNERS REVEALED

Australia's leading HR professionals gathered under one roof on 5 September to celebrate the best and brightest in the industry. Twenty awards were handed out, following a lengthy evaluation process from an independent panel of judges. The black-tie event, hosted by popular television personality Julia Morris, applauded the efforts of HR departments across Australia. See who won over the following pages

Korn Ferry HR Director of the Year



Lucinda Gemmell with Steve Johnston, Korn Ferry

Lucinda Gemmell, HR director, Diageo

Where to next for HR?
"I see HR as being far more strategic than it has been before. The closer the relationships you have at executive level and at board level, the easier it is to impact on the true strategy of the business, not just what HR thinks it should be doing."

Remesys HR Hall of Fame



Michaela Healey with Natalie Feller, Remesys

Michaela Healey, group executive people communications + governance, National Australia Bank Limited

Where to next for HR?
"The demands on HR are going to increase enormously so it's important that we're able to adapt, respond rapidly to opportunities and change, but most importantly that we listen. It's also important we remain strategic but also commercial."

HR Team of the Year



The QBE Insurance team (Sally Kincaid, back, second from right, with Joydeep Hor of People + Culture Strategies, far right)

QBE Insurance Australia Limited

How does it feel to win?

Sally Kincaid: "I'm extremely proud. When you think about all the things that HR does for an organisation, be it working on strategy or ensuring processes work properly, it comes down to the team that you have. Every day my team contributes excellent customer service to our business."

Company Restructure HR Champion (CEO)



Jack Percy, CEO, Accenture Australia

How does it feel to win?

"I'm delighted and gratified. Being very much a people-driven business, we place a high importance on HR-related matters. Being recognised in this way is a fantastic recognition not just for myself but the whole HR team who do a fantastic job."

Tanya Perry-Iranzadi of Company Restructure with Jack Percy

Holding Redlich HR Manager of the Year



Simone Cook, HR manager, Bankstown City Council

Where to next for HR?

"The role is changing from a transactional role to a transformational role. Influencing is becoming more important, so there's less doing and more of that networking and relating and influencing people in the business."

Simone Cook with Stephen Trew, Holding Redlich

Frazer Jones HR Rising Star of the Year



Matthew Francis, HR consultant, RSPCA Qld

What advice would you have for anyone looking to enter the profession?

"The key is to find a mentor who can teach you what HR really is, not just what you read in a text book. Someone who can show you how valuable HR can be when it's executed properly."

Matthew Francis (middle) with Ciaran Foley (L) and Narelle Kinsman (R) of Frazer Jones

Future Knowledge Best Change Management Strategy



Merck, Sharp & Dohme

What do you think got you over the line?

Barry Singer: "We had a significant change event – after 50 years of operation a division of Merck, Sharp & Dohme was going to cease to exist – so that's as significant as it gets. It was about getting everyone on board, on this journey, and everybody realising that in order to get to the end state it required everybody's contribution, not just select people."

Barry Singer and Val Lacey of Merck, Sharp & Dohme with David Guazzarotto of Future Knowledge

Power2Motivate Best Employee Value Proposition



Australian Red Cross Blood Service

How does it feel to win?

Michele Gellatly: "Fantastic – it's been a lot of hard work rewarded. We've had a great night and I feel this is a great acknowledgement of the whole team."

Michele Gellatly and Karin Cook of Australian Red Cross Blood Service with Mark Robinson of Power2Motivate

**Reward Gateway
Best Health and Wellbeing Strategy**



Tracy Mellor of Reward Gateway with Andrew Houston and Kiran Minocha of Johnson & Johnson

Johnson & Johnson

What do you think the judges saw in your award submission?
Andrew Houston: "Hopefully it was an overall commitment to all employees within the group, across psychological and physical wellbeing, so it's a real group effort and team effort at Johnson & Johnson. We hope to reach every employee, so hopefully that's what shone for us."

**HRD Magazine | Best HR Industry
Innovation and Corporate Creativity**



Iain Hopkins of HR Director Magazine with Tanya Hookham and Callan McDonnell of Suncorp

Suncorp

How does it feel to win?
Callan McDonnell: "It's a great feeling. A lot of work goes into the end product that people get to experience and there's a lot of people involved in making everything we do come to life, so we're very proud."

**Oracle
Best HR Strategic Plan**



Belinda O'Connor and Jane Dionysius of BAC with John Hansen of Oracle

**Brisbane Airport
Corporation**

Why do you think the judges chose BAC?
Jane Dionysius: "It's not just running an airport, we have three commercial businesses as well. So our HR services are very broad and we're also going through a major capital expansion over the next five years. HR planning is a mammoth task."

**The Forum Corporation
Best Learning and Development Strategy**



Mark Bowering and Sarah Sammut of Fitness First with Colin Williams of Forum

Fitness First

What do you think the judges saw in your submission?
Mark Bowering: "We've spent a lot of time looking at how we can educate and develop our teams at a distance. We've also taken into consideration what they want as well as what we want. We've combined them both ends of the spectrum and provided some fantastic L&D over the last 12 months."

**CareersMultiList
Best Recruitment Strategy**



Kellie Tomney and Natasha Collopy of Campbell Arnott's with John Cooksey of CareersMultiList

Campbell Arnott's

How does it feel to win?
Kellie Tomney: "Really fantastic. I'm just thrilled to be recognised. We've put so much hard work into it and Campbell Arnott's is an amazing company, so to be here with the team is excellent."

**Solterbeck
Best Reward and Recognition Strategy**



Roli Shrivastava and Srinivasa Srinivasam of Schweppes Australia with Sue Jackson of Solterbeck

Schweppes Australia

Have you put something special in place to win this award?
Srinivasa Srinivasam: "It's been two and a half years of hard work to firstly get the concept of recognition agreed at leadership levels, and then to put in place a program, in partnership with Solterbeck. To see the results come through within 18 months is a great effort."

EmployeeConnect Best Use of Technology



Andrew Culleton and Anna Ottavio of CBA with Iain Beard of EmployeeConnect

Commonwealth Bank of Australia

How does it feel to win?

Andrew Culleton: "Incredibly humbling; I think in HR when you're talking about an area that is often underinvested in, which is technology, winning an award is fantastic because technology is going to enable HR to add more value in the future.

Winning this award is great for us and our employees, who use this app every day."

Fragomen Diversity | Best Workplace Diversity and Inclusion Strategy



Alec Bashinsky and Tina McCreery of Deloitte with John O'Brien of Fragomen

Deloitte

How does it feel to win?

Alec Bashinsky: "It's extremely gratifying because I know the work we've done not just over the last 12 months but over the last four or five years. Whether it's our inspiring women strategy, or the work we've done in cultural diversity or LGBTI, we've really put a lot of work into educating our people and more importantly ensuring we have an inclusive environment."

Best HR Marketing and Communications Strategy



Jasmina Mitrevski and Brie Mason of Telstra with Kim Seeling Smith of Ignite Global

Telstra

Why do you think the judges chose you?

Brie Mason: "I think it's about the journey that Telstra has been on and understanding that we had a challenge. A lot of people know Telstra, it's a big brand with high brand awareness, but that wasn't translating to our employment brand."

Employer of Choice (<1000)



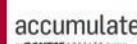
Bob Hogarth and Heather Timbs of Heritage Bank with Jim Grant of Dattner Grant

Heritage Bank

How does this award help you with your employment brand?

Bob Hogarth: "It's going to be of great assistance. We have a people first culture, and we really mean that. To be recognised now as an employer of choice can only help our employment brand in the marketplace."

Accumulate Employer of Choice (>1000)



Alec Bashinsky and Tanyth Lloyd of Deloitte with Russell Flint of Accumulate

Deloitte

How does it feel to win?

Alec Bashinsky: "I'm thrilled. This has been a real team effort and I'm just so honoured that Deloitte has been recognised in two important categories this year."

Verify | Employer of Choice (Public Sector and NFP)



Paul Landy and Leesa Fee of QSuper with Tom Quilty of Verify

QSuper

What does QSuper do so well?

Paul Landy: "We have really great alignment between the people who work for Qsuper and our culture and values. People feel very connected to the core values of the organisation and that's why I believe we're successful."



