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2discover
 revealing talent

AUSTRALIAN HR Awards 2011

Following an indepth research process to verify nominations and identify the most deserving in the industry, a record crowd of over 650 HR practitioners attended the industry's night of nights to celebrate best practice and innovation in the profession. The black-tie event, hosted by popular television personality Shelley Craft, applauded the efforts of HR practitioners across the nation. See who won over the following pages

2discover Australian HR Director of the Year



WINNER:
Alec Bashinsky,
 national partner,
 people and
 performance,
 Deloitte

How does it feel to win?

"As I said in my acceptance speech, it's the organisation: I have a very passionate CEO, very focused on people. I'm very lucky, I have a fabulous

team and it's the way we go out and energise our broader leaders in our business, and the way we engage, that really makes my job a hell of a lot easier."

AIM Screening Group of Companies Australian HR Team of the Year



WINNER:
FOXTEL
 Accepting the award:
 Emma Hogan,
 director of people and
 culture

How does it feel to win?

"Awesome, I'm really, really pleased. We've been together for about four-and-a-half years and we've just come off the back of a two-day conference

where I've been blessed to have my national team together, which rarely happens; so to have everybody in the room tonight and win, it's been really special."



Deloitte Australian HR Champion (CEO)



WINNER:
Paul Hitchcock,
CEO, Corporate
Express

What sort of relationship do you have with your HR team?
 "A very close relationship; they're my business partners, I expect them to be the change agents in our business and help drive the change we need to deliver the results. They're a key part of our team."

HR3 Australian HR Manager of the Year



WINNER:
Sharon Tan,
global head of
recruitment,
onboarding and
recruitment
services, ANZ

How does it feel to win?
 "It feels fantastic. I have a really great team, always supportive, it makes my life easy – it makes my job really easy. So [this is] fantastic."

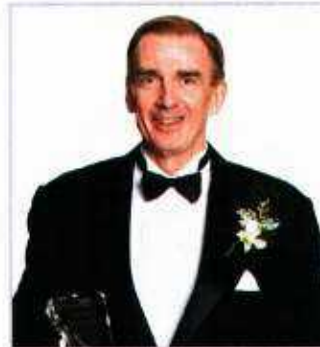
Australian HR Rising Star of the Year



WINNER:
Felicity Poe,
Employee Relations
and Performance
Manager, Hamilton
Island Enterprises

How does it feel to win?
 "It's amazing. I feel honoured to be receiving this award tonight. It's a privilege to be recognised within the industry that I absolutely love to be working in."

Accumulate Employer of Choice (>1,000)



WINNER:
FedEx Australasia
 Accepting the award:
Kim Garner, managing
director

What makes FedEx an employer of choice?
 "I think with FedEx it's our culture, FedEx is a service company, it's our people rather than our aircraft, vehicles, technology, that deliver the customer service that people expect and deserve."

Frontier Software Employer of Choice (<1,000)



WINNER:
Pandora Australia
 Accepting the award:
Mhairi Holway, vice
president HR

How does that feel to be named an employer of choice?
 "It feels incredible really, given that we've only been in Australia for seven years and the business started from my boss' garage and it's just gone

from there. To win an award like this is just amazing. We've really built it up from having zero contracts of employment, zero staff through to the 300 strong workforce that we have today. This is fantastic recognition."

Employer of Choice (public sector and NFP)



WINNER: Break Thru
People Solutions
 Accepting the award:
Anita Le Lay,
executive manager,
people and culture

How does it feel to be an employer of choice?
 "In the not-for-profit sector it feels amazing. As a NFP we have limited funds to play with, we need to be creative and innovative and we need to be attracting and engaging employees to choose us. We've done lots of things over the last five or six years that we really think have put us at the forefront, and I suppose this is recognition for that."



MASTERTEK Best HR Strategic Plan



WINNER: Firstfolio Ltd
 Accepting the award: Linda Cooper, general manager, HR
What are the key components of your strategic HR plan?
 "It was a strategy called 'connect, share, thrive', which was about defining the culture of the business, the key points for staff within the business.

So, through acquisitions, we went from a large number of staff that weren't clear about what the business stood for, to a highly engaged and focused staff within 12 months."

POWER2MOTIVATE Best Employee Value Proposition



WINNER: Cochlear Ltd
 Accepting the award: Julian Griffith, talent and acquisition manager; Anne-Marie Leslie, senior vice president, HR
Why do you think you've won this award?
 Julian Griffith: "I think we've won this award because Cochlear

is a really unique company, with a really unique value proposition: We make a difference to people around the world who have suffered hearing loss, and our people love doing that work."

Most Innovative Recruitment Campaign



WINNER: ANZ
 Accepting the award: Linnea Reddie, manager, graduate programs
Tell us about the recruitment campaign?
 "We went out to the student population and we asked them: 'what do you want to hear from us?' And they said, 'we want the facts, we want

it simple, we don't want to be sold to' - so we made it a very simple campaign about 'here's the facts'. The feedback has been really positive. We didn't try to sell them or ram things down their throat, we just told them as it was."

Human Capital Most Innovative New Media Recruitment Campaign



WINNER: Accenture Australia Ltd
 Accepting the award: Kylie Alexander, HR manager
How have you enjoyed the evening?
 "It's been a great evening. 670 HR professionals in the room is pretty inspiring actually; so a lot of good people to meet and a lot of great stories out there, so it's great."

Best Employer Branding



WINNER: Virgin Australia Group of Airlines
 Accepting the award: Ian McCallum, manager, recruitment
What does this win mean to you?
 "It's really vindication of the close relationships we've got with our people and our CEO John Borghetti has

said a lot of times, it's the people that make Virgin Australia. Over the last 15 months as we've started to strive towards being the airline of choice in Australia, they've been the key, every single one of them."

Best Change Management Strategy



WINNER: PMP Limited
 Accepting the award: Penny Mabbutt, group general manager, people and culture
Change management is difficult - what has your company done?
 Penny Mabbutt: "We introduced a change management program that built

on a transformation plan the CEO introduced some two-and-a-half years ago. We needed to look inside to find out what levers we needed to pull and what HR strategies right across the business we needed to start to leverage."



Best Workplace Diversity Strategy



WINNER: Telstra Corporation Ltd
 Accepting the award: Cathy Callaghan, director, HR, and Troy Roderick, head of diversity and inclusion

Why do you believe Telstra has won this award?

Troy Roderick: "We believe it's recognition of the fact that

being a diverse and inclusive workplace is actually part of who we are. It's an incredibly important part of providing great customer service to our diverse customer base and to being an integral part of all the communities that we operate in."

EmployeeConnect Best Use of Technology



WINNER: Brookfield Multiplex
 Accepting the award: Kristen Madigan, general manager, HR

What sort of technology did you win for?

"The technology that we're using is a new onboarding system to onboard new starters to the business. So it's to streamline the process,

to make it easier, to remove all the manual processes, automating everything, going completely sustainable with what we're doing. It feels really good to have made a difference in our organisation, to win such a successful award – so it's great."

SABA Best Learning & Development Strategy



WINNER: McAfee Australia
 Accepting the award: John Françoise, HR director Asia Pacific

How does it feel to win?

"Absolute privilege, a lot of work went into this and looking at the other nominees, it's just a great honour."

Peak Health Management Best Health & Wellbeing Strategy



WINNER: Monash University
 Accepting the award: Bryley Sadler, wellbeing at Monash coordinator

What does this award mean to you?

"It's a fantastic achievement not just for the team but for Monash as well, that we're recognised as an employer that supports and encourages health and wellbeing at Monash."

Human Group Best CSR Strategy



WINNER: Johnson & Johnson Medical Pty Ltd
 Accepting the award: Anthony Bishop, area vice president; Amanda Towe, HR Director

Tell us about your program?

Amanda Towe: "We've transitioned from company donations to getting involved in community activities right through to larger programs. We work with children; we work with people who need house repairs and gardening, through to much larger activities."

