



SUNSHINE COAST HR CONFERENCE

**Friday
11 October
2024**

- What leaders can do when an employee discloses a mental health issue
- How to successfully engage employees and drive business growth
- Leading a Multi-Generational Workforce
- Employment Law: Navigating the everchanging employment law landscape

Friday 11 October 2024

10.15am REGISTRATION
10.30am START

THE LAKEHOUSE
Mountain Creek

07 5413 4000
events@aitkenlegal.com.au



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Employment Law Specialists



PROGRAM

WHAT LEADERS CAN DO WHEN AN EMPLOYEE DISCLOSES A MENTAL HEALTH ISSUE

YES Psychology

Kash Thomson, Director



When leaders are faced with a new disclosure of a mental health issue, including during a performance process, it naturally results in a change of strategy to support AND manage the employee. It can also be frustrating and challenging for leaders who sense that the sudden disclosure is a tactic to avoid performance management. Determining if an employee is genuinely experiencing a mental health issue or resisting feedback or 'playing the system' is a sensitive matter, fraught with pitfalls, and should be approached with caution and a careful process.

This session provides tips for how leaders can recognise mental health conditions that could be concurrent to a performance issue and how to sensitively respond to sudden disclosures that might stall the well-intended performance management process.

Topics include:

- Understanding leaders' reactions to sudden disclosures
- Recognising authentic mental health issues and conversely, signs of avoidance tactics
- Principles of an ethical and mindful response
- Patience and other virtues required for tricky situations and stalled processes
- Process steps to protect and support all parties
- Potential scenarios, including well-masked mental health issues, vocational discontent or background relational issues
- Pitfalls, including assuming manipulation where a genuine issue exists
- Personalities versus behaviours - reframing the difficult situation
- Coaching leaders in 'crucial conversations' and early intervention



PROGRAM

CASE STUDY: HOW TO SUCCESSFULLY ENGAGE EMPLOYEES AND DRIVE BUSINESS GROWTH

Judo Bank

Jess Lantieri - Chief People and Culture Officer



Companies are rethinking their attraction, engagement and retention strategies to ensure their employees thrive and flourish in their roles. In this session, hear how Judo Bank, HRD Australia 5-star Employer of Choice and AFR BOSS Best Place to Work, engages their employees in this competitive market, fuelling their business growth.

Topics include:

- Aligning reward and recognition strategies to the company's employee value proposition (EVP) and values
- Cultivating a unique culture to engage and motivate employees
- Creative incentives and non-monetary benefits that require minimal budget investment

LEADING A MULTI-GENERATIONAL WORKFORCE

Bruce Williams, Leadership & Communication Training



Generational labels like 'Boomers', 'Millennials' or 'Gen Z' oversimplify people's experiences and values. They ignore the individual differences and diverse backgrounds within each generation. Generational labels create stereotypes that can prevent a deeper understanding of what actually motivates people and how best to support them in their careers. This session will help you look past generational stereotypes to better understand what really matters to today's workforce. We'll discuss why relying on these labels can be off-base for hiring and retention strategies, and we'll offer tips on how to tune into what all employees want and need – regardless of their age group – in a way that benefits both them and our organisations.

Topics include:

- The implications and limitations of generational trends
- Popular myths about Xers, Boomers, Millennials and Gen Z
- Fundamental workforce expectations that transcend all age cohorts
- Workforce planning needs in a blended workforce
- Communication needs across and among age groups





PROGRAM

EMPLOYMENT LAW: NAVIGATING THE EVERCHANGING EMPLOYMENT LAW LANDSCAPE

Aitken Legal

Hamish Procter, Special Counsel



Since the last Federal election, the employment law landscape has been continuously evolving, with legislative changes and landmark cases constantly reshaping how employer's need to manage their human resources. Aitken Legal will provide a comprehensive update on the most recent developments in employment law, highlighting key legislative changes and cases that have significant impacts for employers.

Aitken Legal will also provide its employment law forecast by discussing anticipated trends and developments in the next 12-18 months. This forward-looking analysis is aimed at helping participants to prepare for the future, and identify the challenges and opportunities that lie ahead.

WHO SHOULD ATTEND?

- Business Owners and Directors
- Human Resource Professionals
- Business Managers and Practice Managers

WHY SHOULD I ATTEND?

- Mental health insights: better understand mental health and wellbeing within your workforce.
- Attract & retain talent: discover innovative approaches to attracting and retaining top talent in an increasingly competitive job market.
- Navigate workforce diversity: gain insights into how to effectively manage and inspire a multigenerational workforce.
- Stay informed: get the latest updates on critical changes in employment law to ensure your organisation remains compliant.
- Practical tools & strategies: walk away with actionable insights and practical tools to tackle current and future HR challenges.
- Network with peers: connect with industry experts and like-minded professionals.





COST TO ATTEND

- \$300 for 1 ticket (excl GST)
- \$550 for 2 tickets (excl GST)

HOW TO REGISTER

[**CLICK HERE TO REGISTER**](#)



or scan



REFUND POLICY

If after booking, you are unable to attend, you can nominate someone else to attend in your place. Please advise who the substitution will be. Send email to events@aitkenlegal.com.au.

Cancellation more than 20 days before the conference: 100% refund.

Cancellation 20 days or less, but more than 14 days before the conference: 80% refund.

Cancellation 14 days or less before the conference: no refund.

CONTACT

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