

# HR NOT

**A FORUM WITH**  
A GROUNDBREAKING HR  
PRACTITIONER IN SCHOOLS

AN HR CONSULTANT  
TO BUSINESSES

AN ACADEMIC  
& A PRINCIPAL

FOR HUMAN RESOURCE MANAGERS  
PRINCIPALS AND THOSE MANAGING  
HR IN INDEPENDENT SCHOOLS



**FRIDAY 18 JULY 2014**

**THE HOTEL WINDSOR, MELBOURNE**

# FOR HUMAN RESOURCE MANAGERS, PRINCIPALS AND THOSE MANAGING HR IN INDEPENDENT SCHOOLS

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## THE FORUM WILL

- Consider the fundamental changes in the school “pre” and “post” the introduction of a HR manager
- Examine the seven most common mistakes made managing professional staff in schools, defined as “Management’s Seven Deadly Sins”.
- Introduce the prism of organisational psychology as a means of refining the school’s culture, expectations and practices
- Accentuate Health and Wellness in, and what the Law requires of the workplace,
- Estimate the usefulness of the EAP, or the EWP, or the EVP
- Look beyond HR’s capability to “rescue” to its capacity to motivate, reward and enrich, and develop positive job satisfaction.

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## HR: REFINING, EVEN REALIGNING, CULTURE FOR SATISFACTION & IMPROVED PERFORMANCE

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## THE FORUM STRUCTURE

The forum will not be a festival for talking heads. It will use real adult learning techniques and the workshop session provides a great opportunity to come to grips with the presenter’s recommendations. The keynote speakers will use an exercise or two to heighten interest and understanding. Our structure this year builds networking into the formal program for the first time. We will limit numbers, continue to provide great opportunities to network, but also provide a formal opportunity for everyone to hear the “gems” of this conference.

## HR’S HEARTLAND

‘Lead! Manage too when you have to, but know the difference. A leader builds people. People, be they your staff or your students, build your school.’ **ROSS OAKLEY**

‘It stands to reason that people in schools, both teachers and non-teachers, remain the institution’s most valuable resource; hence, the vital importance of good human resource management in schools. Yet schools have historically paid scant attention to human resource management, typically leaving the function in the hands of enthusiastic “amateurs”. They got away with this approach, mainly due to the “old professionalism” of teachers and support staff. However, the climate has changed and will change even further. Alongside this, substantial economic, political, technological and social changes are impacting on schools like never before, with demands on people working in schools growing at a seemingly exponential rate. Consequently, schools that continue to handle human resource management in the old way are destined to fall behind and the students in their care are destined to do the same.’

**PHIL DE YOUNG**

‘Why do managers look to the HR professional only when something serious has occurred? Why is the role mostly about “rescue”? Let us get on the front foot and so accentuate what great managers can do for the sense of worth and the feelings of job satisfaction those they work with can have.’ **GERALDINE WILSON**

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## DATE, REGISTRATION AND CONFERENCE FEES

The Forum will be held in Melbourne on **Friday, July 18, 2014 at the Hotel Windsor, Spring Street, Melbourne.**

An early bird fee will apply for all registrations received before Friday, May 16, 2014 or to all multiple enrolments from one school at any time before close of enrolments on Friday, July 11, 2014.

### THE CONFERENCE FEE IS

Early Bird Full Registration (by May 16, 2014)	\$590
Full Registration	\$690

The Conference fee includes morning and afternoon teas, a buffet lunch but not the GST.

### CANCELLATION POLICY

A cancellation policy will apply: cancellations before May 16, 2014 will receive a full refund less 20%; cancellations before June 13, 2014 will receive a 50% refund, but any cancellation after June 13, 2014 will not warrant a refund.

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## THE PROGRAM

### OPENING ADDRESS

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9.00 am – 10.15 am

#### **HEALTH AND WELL-BEING IN THE WORKPLACE: THE EMPLOYEE ASSISTANCE PROGRAM**

With so many pressures being placed on schools to provide both a professionally and psychologically safe workplace both at school and outside, it is important that those managing the workplace understand and support each individual. Employee Assistance Programs have been around for some time. But are they effective, how do they work and should they be more extensively available? The role of the EAP (or the EWP – employee welfare program) in the context of 2014 and in the light of an alarming trend in depressive illness in the workplace will be explored.

**Andrea McCall, Director, Andrea McCall and Associates**

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10.15am – 11.15 am

#### **REFINING AND REALIGNING THE SCHOOL'S CULTURE TO ELEVATE PERFORMANCE AND PERSONAL SATISFACTION: A WORKSHOP**

Organizational Psychology provides the basis to apply the lessons of positive psychology in the classrooms and the common rooms of schools to build wellbeing, morale and performance. Leading practice and current ways of thinking will be outlined in organizational culture change and positive psychology. These approaches can refine and realign a school's culture to develop it into a resilient, high performing and personally enriching organization.

**Dr Christian Pitsopoulos, HFRM Pty Ltd**

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11.15 am

#### **MORNING COFFEE**

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11.45 am – 12.45 pm

#### **THE ORGANIZATIONAL CULTURE AND POSITIVE PSYCHOLOGY WORKSHOP TAKE-BACK**

Applying the workshop's conclusions strategically and effectively. Measuring the difference.

**Dr Christian Pitsopoulos, HFRM Pty Ltd**

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12.45 PM– 1.30 pm

#### **NETWORKING LUNCH**

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1.45pm – 2.30pm

#### **MANAGEMENT'S SEVEN DEADLY SINS**

Why can professional staff in schools seem to rely more on the expertise of a distant unionist than the word of the manager they know? Why do so many quake when summoned to the Front Office? What are the "cardinal sins" managers in schools still continue to commit upon the staff they know they should value highly.

**Tony Conabere, Director, Janus Consulting**

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2.30 pm

#### **AFTERNOON TEA**

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3.00 pm – 3.45 pm

#### **BUILDING A NEW HR MANAGEMENT MODEL IN SCHOOLS**

Schools, unlike industry, have been slow to appoint Human Resource professionals even though they freely admit the centrality of the role of professional staff to their success. Why? What is the role of a Human Resource professional in a school? What changes might a school, about to engage a HR professional, expect to occur? Within what time-frame?

**Dorothy Tselios, Carey Grammar School, Melbourne**

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3.45 pm- 4.15pm

#### **THE TAKE-BACK "GEMS"**

Delegates will be asked to consider and report upon those matters discussed at the conference which they will "take back" for implementation at their schools.

**Geraldine Wilson, Director, Janus Consulting**

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### THE PRACTITIONER

#### Dorothy Tselios, Director of Human Resources, Carey Baptist Grammar School

Dorothy is a values-driven Human Resources leader focused on organizational effectiveness and creating high performance cultures. She has extensive HR management experience gained working in a large multi-national organisation for over 15 years and in more recent years, as a HR leader and change facilitator in the education sector. As the Director of Human Resources of a preeminent and most successful co-educational school in Melbourne, she has helped shape the school's thinking about its key resource, its people, and has led the development and implementation of the school's Human Resources strategy and Employee Value Proposition. The School employs 380 permanent and 420 casual staff and central to its success has been attracting, resourcing, rewarding and retaining staff of the highest calibre.

### THE ACADEMIC

#### Andrea McCall

Andrea McCall's background is in Human Resources Management. She also holds qualifications in History and Politics. Her extensive career has included running her own business, lecturing at a number of Victorian Universities and as a State Member of Parliament, representing Frankston. She is a sought after speaker at conferences and runs seminars on a variety of topics. She is tutor at U3A, Frankston. Andrea is also a member of the ACFE Board (Adult Community and Further Education) and Chair of its Youth Taskforce and she Chairs the Women's Correctional Services Advisory Committee and is a member of the Justice Health Ministerial Advisory Committee.

Andrea migrated to Australia in 1981 and now lives on the Mornington Peninsula.

### THE CONSULTANT TO BUSINESSES

#### Dr Christian Pitsopoulos

Christian is co-founder and Director of HFRM Pty Ltd, specialising in leadership, coaching and organisational development. He has a 15 year track record, working with clients to bring about tangible change for organizations, senior managers and executives. He works with leading Australian and global businesses in sectors including education, professional services, banking and finance, government, telecommunications, retail, and safety critical industries. He delivers leadership programs, provides coaching for senior executives, and consulting to effect large scale cultural change. He delivers evidence-based, practical programs for all levels of the organisation from line management to governance, generating excellent feedback and repeat business. Christian is a Registered Psychologist with an applied Doctorate in Organizational Psychology from Monash University.

### THE PRINCIPAL

#### Tony Conabere

Tony Conabere is an Honorary Fellow of the ACEL and a Director of Janus Consulting. After a long and outstanding career in educational leadership over nearly three decades at Wesley College and The Knox School, he now consults with independent schools, specialising in change and project management, risk and financial management and quality assurance systems based on the philosophy of continual improvement. He is a member of the Telstra Educational Round Table.

### THE STRATEGIST

#### Geraldine Wilson

Geraldine Wilson is a Director of Janus Consulting a Past President and current Fellow of the Australian Institute of Office Professionals, and was previously an HR professional with one of the "Big 4", managing recruitment, induction and work-place performance. She has worked very closely with office professionals and support staff in independent schools, has provided in-house training to many support teams around Australia, knows at first hand the pressures and rewards of the office, and understands the implications of the roles fulfilled by the business support team.

## REGISTRATION

Send each completed registration form

By email info@janusconsulting.com.au By fax 61 3 8672 0706

By mail PO Box 891, Port Melbourne VIC 3207 Australia Phone enquiries 0414 295 048

Name	<input type="text"/>	
	Surname	
School	<input type="text"/>	
Postal	<input type="text"/>	
Address	<input type="text"/>	
Telephone	<input type="text"/>	Email <input type="text"/>

"Early Bird" Fee (\$590 plus \$59 GST) \$649.00     Full Conference Fee (\$690 plus \$69 GST) \$759

**PAYMENT METHODS** ABN 52 151 218 067

EFT payment to Janus Consulting Pty Ltd at Westpac BSB 033 243 ACC No. 45 4171

Credit card Please charge my  Visa  Mastercard in the amount of \$

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