

President's Report – Alison Beazley

2015 AGM

It is a privilege to write my second annual report, reflect on the past 12 months, and share what our Association has achieved.

In our third year we have sustained our healthy 95 membership base from most of the top-tier, mid-tier and boutique law firms. We continue to see 20-40 people at each of our events.

We have maintained our partnership with two of our foundation sponsors - Skills Scorecard and Directioneering, whilst continuing to build our partnerships with Centre for Corporate Health and Towers Watson. We thank each of our sponsors for their ongoing support and commitment to HRMinds.

HRMinds is an innovative and supportive association designed to support HR professionals within the legal service industry. We encourage the continued education and development of HR professionals, exploring best practice in our profession, promoting the understanding and value of our roles, and networking with our peers and colleagues.

The Board – 2014/2015

Alison Beazley, President
Nick Grant, , Vice President
Kathryn Bonning, Treasurer
Lisa Filetti, Public Secretary
Cristin Bailie, General Board Member
Leanda Nissan, General Board Member
Sophie Gilbert, General Board Member*

Pirrie Moffat, General Board Member*

Amanda Abbruzzo, General Board Member*

Committee members:

**Leigh Dunlop, Kriss Will, Tamsin Calleja, Carola Laurer,
Simone Matthys and Jayson Williams****

**Sophie Gilbert, Amanda Abbruzzo and Pirrie Moffat are retiring from the Board.*

***Jayson Williams is retiring from the Committee.*

On behalf of the HRMinds Association, a special thank you is to be noted for all of our retiring Board and Committee members. Each of these individuals, Sophie, Amanda, Pirrie and Jayson have made a significant contribution to the strategy, direction and success of all of our events. To our current Board and Committee members, comrades, thank you also for your unwavering commitment, enthusiasm, insights and generosity with your time. Well done for another successful year, we could not have achieved any of this without each of you.

Thank you also to Kerrie Billings for whipping us and our Association into line. We value your insights and experience to ensure we can offer a seamless service to our members.

Again, we encourage members to contact a Board or Committee member at admin@hrminds.org if you would like to become more involved in the running of HRMinds - we are very keen for new committee members to join us.

Events and key issues in 2014/15

Economic conditions have continued to apply pressure on the legal market. Most top tier law firms have reduced in size, with mid-tier firms showing signs of increase in headcount. This continues to create challenges for all HR professionals managing that fine line of resourcing and retention. Our events over the past year were designed to provide pragmatic solutions as well as spark conversations amongst the legal HR network.

In November 2014 we welcomed the return of Nick Ruskin who presented on “Employment Law - Review and impact of IR legislation changes for 2014”.

We celebrated the end of 2014 with our inaugural Christmas networking lunches in both Sydney and Melbourne. These were a great opportunity for our members to get to know each other on a personal level and were my highlight of the calendar year.

In March 2015 the new year kicked off with a session from Neil Oakes on “Where is the economy going and what does this mean for HR Planning”. Neil provided his insights into the flattened legal market and what that means for HR teams.

By May 2015 we held the powerful panel session on “Managing the Human Element of a Crisis”. Each panel group provided their personal insights into managing a crisis event. Their insights, while at times tragic, were incredibly valuable to all who attended.

In July 2015 we ran “Strategic Workforce Planning.” Alex Hagan drew on a decade of case studies across a range of industries to discuss how aligning your workforce and organisational strategies is key to long-term success.

Nick Grant also held a HR Directors luncheon for all our HR Director members at K&L Gates, Sydney.

This September Melissa Wong presented on “Redesigning the Traditional Workspace”, a case study of Medibank moving to collaborative workspaces. A particular highlight of that session was Melissa sharing the challenges of bringing the legal team across to an open plan environment.

The Future

The future is bright; we are excited about our December Christmas gatherings and in February 2016 we are looking forward to a session on “Communicating with influence” to welcome the new year.

We value each and every member’s contribution to our topics. This year we introduced surveying all attendees post the events to gather feedback on the event, its content, relevance and our presenters. Thank you to those of you who have taken the time to complete these short surveys - if you have an idea for a future topic please email admin@hrminds.org.

It is important to note that new content is regularly uploaded on our website and I would encourage you to look at this throughout the year. All information and

presentations from past events have been uploaded into the Members only area. The website can be found at www.hrminds.org.au. We welcome you to also join our HRMinds LinkedIn Group, which is a member only group.

Finally, the next 12 months will focus on growth in our membership base and continuing to innovate on our learning offering. As President, I remain excited to be a part of what is a successful and thriving Association.

Alison Beazley, October 2015