

## **Board Report – Nick Grant**

HRMinds is a member-driven association designed to support HR professionals within the legal industry. We encourage and provide continuous education and development of HR professionals, explore best practice in our profession, promote the understanding and value of our roles, and offer networking opportunities with peers and colleagues.

On behalf of the Board, it is my pleasure to update members on the achievements of HR Minds during the past year.

Our membership base experienced modest growth over the past 12 months, currently sitting at more than HR professionals. We continue to attract members from a wide range of law firms, both large and small, and have increased the number of firms represented to 42.

We are incredibly grateful to have the ongoing support of three Platinum Partner sponsors – Performance Leader (formerly SkillsScorecard), Centre for Corporate Health and Willis Towers Watson. The involvement and engagement of each of these sponsors has been terrific and we look forward to an ongoing, mutually beneficial relationship.

### **The Board – 2015/2016**

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| <b>Alison Beazley, President*</b>            |
| <b>Nick Grant, Vice President</b>            |
| <b>Leigh Dunlop, Treasurer</b>               |
| <b>Lisa Filetti, Public Secretary</b>        |
| <b>Cristin Bailie, General Board Member*</b> |
| <b>Leanda Nissan, General Board Member</b>   |
| <b>Helen Ayres, General Board Member</b>     |

Odile Shepherd, General Board Member\*

Kathryn Bonning, General Board Member\*

Committee members: Kriss Will, Carola Laurer, Simone Matthys, Katherine Wood, Ben Carter, Natalie Stafford-Smith, Sarah Hargrove, Lauren Einfield, Megan Kateiva and Tali Shabat\*\*

*\*Alison Beazley, Cristin Bailie and Kathryn Bonning, are retiring from the Board.*

*\*\*Tali Shabat is retiring from the Committee.*

On behalf of all HRMinds members and sponsors, thank you to all board and committee representatives for your efforts throughout the past year. Without your service HR Minds would not be able to provide the valuable learning and networking opportunities we have grown accustomed to.

A special thank you needs to be directed to Alison Beazley who stepped down as President of HR Minds in September 2016. Ali has been a passionate and energetic contributor, from helping with its creation, to driving a full and rich agenda each year. We are most appreciative of all you have done and hope to have your continued involvement in some capacity going forward.

Thank you also to Kerrie Billings for helping keep us on track and running a tight ship. We value your insights and experience to ensure we can offer a seamless service to our members.

We encourage members to contact a board or committee member at [admin@hrminds.org](mailto:admin@hrminds.org) if you would like to become more involved in the running of HRMinds - we are always interested in getting fresh ideas.

## **Events and key issues in 2015/16**

Our events over the past year were designed to provide pragmatic solutions as well as spark conversations amongst the legal HR network.

In November 2015 we welcomed back K&L Gates partner Nick Ruskin who provided “an overview of key issues and recent cases in employment law.”

We celebrated the end of 2015 with our 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 a highlight of the calendar year.

In February 2016 we started the year with a helpful personal development session from Dr Louise Mahler on “Communicating with confidence”.

In March we heard from Ray D'Cruz, CEO of SkillsScorecard (now Performance Leader) on "The future of performance management". Ray spoke about the results of extensive research into partner and employee performance management in professional service firms.

In May Rachel Clements, Director of Psychological Services at the Centre for Corporate Health, spoke about what HR professionals need to know about family and domestic violence, particularly its impact in the workplace.

We celebrated the end of financial year with lunches in Melbourne and Sydney, providing further networking opportunities to our members and sponsors.

In August Murray Paterson, Head of Learning and Development at Herbert Smith Freehills, introduced us to the benefits of mindfulness practices.

In September, I hosted a lunch for HR Directors from member firms, together with sponsor representatives. This provided a great opportunity to share thoughts and insights about some of the issues facing the industry.

## **The Future**

Through the hard work of the board and committee we have a pipeline of great events planned for the remainder of 2016 and into 2017, including sessions on flexible work practices and workplace investigations.

We value each and every member’s contribution to the development of our topics. We will continue to survey all event attendees to gather feedback on the event content and relevance, and on 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](mailto: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 with a new initiative of seminar recordings now available. The website can be found at [www.hrminds.org](http://www.hrminds.org). We welcome you to also join our HRMinds LinkedIn Group, which is

a member only group.

Finally, please assist in the growth of our membership base by introducing colleagues and peers to the benefits of our association. We will continue striving to provide excellent networking and learning opportunities for all members. Your involvement is what makes HR Minds a successful and thriving association.

**Nick Grant, October 2016**