

## 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 has again experienced modest growth over the past 12 months, currently sitting at more than 124 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 46.

We are incredibly grateful to the support of Platinum Partner sponsors – Performance Leader, Centre for Corporate Health and Willis Towers Watson – over the past year and are pleased to welcome on board Gold sponsor Tandem Partners. The involvement and engagement of our sponsors is much appreciated and we look forward to continuing this mutually beneficial relationship.

### The Board – 2016/2017

<b>Nick Grant, President</b>
<b>Leanda Nissen, Vice President</b>
<b>Leigh Dunlop, Treasurer</b>
<b>Lisa Filetti, Public Secretary*</b>
<b>Natalie Stafford-Smith, General Board Member</b>
<b>Sarah Hargrove, General Board Member</b>
<b>Helen Ayres, General Board Member</b>
<b>Odile Shepherd, General Board Member</b>
<b>Carola Laurer, General Board Member*</b>

**Committee members: Simone Matthys, Katherine Wood, Ben Carter and Megan Kateiva.\*\***

*\* Retiring from the Board.*

*\*\*Retired Committee Members*

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.

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 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 2016/2017**

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

In November 2016 Grevis Beard and Jason Clark from Worklogic provided us with guidance on how to ensure a workplace investigation is conducted fairly.

We celebrated the end of 2016 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 swap some "war stories".

In February 2017 we held our first HR Directors' networking lunch in Melbourne, attended by HR leaders from member firms and representatives from our sponsors.

Later in February 2017 we received an insightful update from Jenny Simonovska of Plum Consulting on the latest research into unconscious bias.

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

In May Rachel Clements, Director of Psychological Services at the Centre for Corporate Health, talked about psychological safety and brought us up to speed on best practice trauma management .

In June Adam Hall from Willis Towers Watson provided an overview of global workforce trends, bringing insights into the changing nature of what employees want and how organisations need to adapt their practices to support success now and enable agility for the future.

In August Anna Hinder, Director at Searl Street Consulting, helped us look at the role HR and leaders play in

building a culture where proactiveness is supported and rewarded.

In September, I hosted a lunch in Sydney for HR Directors from member firms, together with sponsor representatives. Like the earlier Melbourne lunch, 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 members we have a pipeline of great events planned for the remainder of 2017 and into 2018, including sessions on marketing yourself, emerging trends that affect HR in law and further developments in 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).

I want to remind you 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 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 2017**