



EVENT PROGRAM

Rethinking age in the workplace

Friday 18th October 2019, 12.00pm to 2.00pm

Four Seasons Hotel Sydney

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agenda

- 11.45am Registrations
- 12.00pm Welcome
Lee Kelly
State Director, NSW/ACT, CEDA
- 12.05pm Introduction
Michelle Taylor
Chief Executive, People, Corporate Affairs and Sustainability, Challenger
- 12.10pm Keynote Address
Frank Ribuoat
Chief Executive Officer ANZ, South East Asia, India, Randstad
- 12.25pm Lunch
- 12.55pm Introduction
Michelle Taylor
- 1.05pm Presentation
Lucy Taksa, PhD
Co-Director, Centre for Workforce Futures, Macquarie Business School,
Macquarie University
- 1.15pm Panel Discussion
Frank Ribuoat, Chief Executive Officer ANZ, South East Asia, India,
Randstad

Lucy Taksa, PhD, Co-Director, Centre for Workforce Futures, Macquarie
Business School, Macquarie University

Yasmin King, Chief Executive Officer, SkillsIQ

Jan Owen AM, Chief Executive Officer, Foundation for Young Australians

Ian Yates AM, Chief Executive Officer, COTA Australia
- 1.40pm Moderated discussion and questions
- 1.55pm Vote of Thanks
Wendy Holdenson
Director and Chief Operating Officer, Mitsui & Co
- 2.00pm Close

sponsor

Event major series sponsor Macquarie Business School

Macquarie Business School is a leading Australian business school with a global outlook and a commitment to creating value for all our stakeholders through partnership.

The School offers a platform for interdisciplinary collaboration between our students, staff and industry partners to provide engaged learning experiences, with quality undergraduate and postgraduate business education, and PhD programs. Our programs are recognised by key industry bodies and include the country's longest running and most highly regarded actuarial studies and finance and MBA programs. We encourage ongoing professional development through the delivery of high quality executive, corporate and professional development programs.

At Macquarie we create and share research that delivers ongoing positive impact to all aspects of society. Macquarie Business School includes five dynamic research centres: Centre for Corporate Sustainability and Environmental Finance, Centre for Risk Analytics, Centre for Workforce Futures, GenIMPACT: Centre for Economic Impacts of Genomic Medicine and the Macquarie University Centre for the Health Economy.

Macquarie University is ranked among the top two per cent of universities in the world and enjoys a 5-star QS rating. Located in the heart of Australia's largest business precinct, Macquarie brings together 40,000 students and 3000 staff in one thriving hub of discovery.



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sponsor

Event major sponsor

Challenger

Challenger is focused on providing customers with financial security for retirement. We do this by offering investment strategies that exhibit consistently superior performance, and by helping customers in retirement with safe and reliable income streams.

As Australia's largest annuity provider, we provide reliable, guaranteed income payments to thousands of Australian retirees. Annuity products appeal to retirees as they provide security and certainty of guaranteed income in retirement, while protecting against market and inflation risks. Our lifetime annuities also protect retirees from the risk of running out of money late in life.

The guaranteed retirement incomes we pay are backed by a high-quality investment portfolio, including fixed income and commercial property investments. These investments generate regular and predictable investment income, which we use to fund retirement incomes paid to our customers.

Through our sustainability strategy we want to provide financial security for retirement across a range of programs. Our partnership with COTA New South Wales supports the delivery of financial resilience for customers and communities, which is a key pillar of our strategy. Through this partnership we will develop a community program focusing on the underemployment of Australians over 50. This program is aimed to improve outcomes for older Australians both in the workforce and in finding new work.

speaker

Yasmin King

Chief Executive Officer, SkillsIQ

Yasmin is CEO of SkillsIQ, a Skills Service Organisation which develops national vocational standards on behalf of 19 'people-facing' Industry Reference Committees which together represent the skills needs of around 50% of the Australian workforce, predominantly within the Health and Community Services sectors. She has undertaken international consulting work for the governments of Peru, Vietnam and Thailand, and for the APEC Human Resources Committee.

The IRCs supported by SkillsIQ represent Aboriginal and Torres Strait Islander Health Workers; Aged Services and Disability Support services; Ambulance workers and Paramedics; the First Aid community; the Dental, Medical Technicians and Enrolled Nursing sectors; the Direct Client Care and Support sector; Children's Education and Care; the Community and Development sector; Complementary Health; Client Services and Personal Services; Local Government and the Public Sector; and also the Sport and Recreation; Tourism, Travel and Hospitality; and Wholesale and Retail industries.

Yasmin is involved with various advisory committees, including the National Disability Services (NDS) VET Practitioner Currency in the Disability Sector pilot program; the VET Hackathon on Disability, in conjunction with the University of Sydney; and the National Disability Services (NDS) National Committee on Workforce. An experienced negotiator and mediator, she is adjunct to the Australian Graduate School of Management, lecturing in Negotiation and Conflict Resolution.

Previous roles include having been the inaugural NSW Small Business Commissioner and the Associate Commissioner for the Australian Competition and Consumer Commission (ACCC) with responsibility for small business. She has also been a non-executive Director of Le Cordon Bleu Australia.

Yasmin is currently on the Board of Micro-X, an innovative publicly listed company pioneering revolutionary medical imaging products. She also sits on the Board of Self-Employed Australia; is Chair of the Audit & Risk Committee of the Australian Healthcare & Hospitals Association (AHHA) and is a member of the Global MBA Advisory Council at Macquarie University. Yasmin holds a Master of Business Administration and an Honours degree in Economics. She is a Fellow of the Australian Institute of Company Directors (FAICD) and a Fellow of CPA Australia (Certified Practising Accountant).

Yasmin is a proud CEDA Trustee.



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speaker

Jan Owen AM

Chief Executive Officer, Foundation for Young Australians

Jan Owen is a social entrepreneur, innovator, influencer and author.

As CEO of the Foundation for Young Australians for the past 8 years, Jan has led the organisation's strategic mission to equip young people to create, lead and thrive into the future. This focus has included ground-breaking research regarding the future of work and education for young Australians; the largest in-school entrepreneurship and youth social enterprise programs in the nation; and the development and launch of several new initiatives including YLab, FYA's youth-led social enterprise.

Jan's lifelong work and commitment to unleashing the talent of young people, driving social innovation and entrepreneurship, and transforming education has seen her recognised as one of Australia's 'True Leaders' in 2018 and the Inaugural Australian Financial Review and Westpac 'Woman of Influence' in 2012.

Jan has been awarded honorary Doctorates from the University of Sydney and Murdoch University in Perth and membership to the Order of Australia in 2000 for services to the Australian community.

She is the author of *Every Childhood Lasts a Lifetime* (1996) and *The Future Chasers* (2014).

speaker

Frank Ribuot

Chief Executive Officer ANZ, South East Asia, India, Randstad

Frank Ribuot, a French and Australian national, is the CEO of Randstad Australia & New Zealand, Singapore, Malaysia, Hong Kong and the Chairman of our Indian operations.

Frank has over 25 years of experience in operations, general management and human resources consulting, predominantly in the Asia Pacific region having lived in China, Japan, Malaysia, Australia, Singapore and having extensively travelled throughout the rest of the region.

In his current role at Randstad he is focused on strengthening the company's performance, productivity, agility and innovation, through strong business management, investing in people, and he has a passion for superior sales and technology strategies. Randstad is a Fortune Global 500 company and the world's leading recruitment & HR solutions specialists, headquartered in The Netherlands.

Frank was recently elected as the Federal President of the French Australian Chamber of Commerce after holding the NSW Chapter presidency for just over 4 years. He is also very involved in the D&I space and is a WGEA Pay Equity Ambassador.

Frank received his Master's and Bachelor degrees in Business from the prestigious Kedge, France and has completed a countless number of professional development courses.

Frank is a proud CEDA Trustee.



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speaker

Prof. Lucy Taksa

Co-Director, Centre for Workforce Futures, Macquarie Business School, Macquarie University

Professor Lucy Taksa was appointed co-Director of the Centre for Workforce Futures in July 2018. Previously she was Associate Dean (Research) in Macquarie University's Faculty of Business and Economics. She has been a Non-Executive Board Member of Settlement Services International Ltd (SSI), a leading not-for-profit organisation in NSW, since 2015.

Professor Taksa's research has focused on work organisation, workplace health and safety, equity and Diversity Management, gendered workplace cultures, migrant employment, and management of higher education.

Lucy is a proud CEDA Trustee.

speaker

Ian Yates AM

Chief Executive, Council of the Ageing Australia (COTA)

Ian Yates is Chief Executive of COTA Australia, the national peak body for older Australians. Ian has played national leadership roles in COTA since 2002 after being Chief Executive of COTA SA since 1989. He serves on a wide variety of federal government and aged care sector national bodies, currently including the Aged Care Financing Authority, the Aged Care Quality and Safety Advisory Council, the Aged Care Sector Committee and the Dementia Ageing and Aged Care Mission Expert Advisory Panel. Ian is a Sponsor Member of the National Aged Care Alliance, chairs the Alliance's Aged Care Gateway Advisory Committee and Co-Chairs its Aged Care Roadmap and NACA Blueprint Implementation Group.

Ian is also a member of the ASIC Consumer Advisory Panel and of the Advisory Board of the Centre of Excellence in Population Ageing Research (CEPAR). Other roles include Chair of the Management Committee of the Australasian Journal on Ageing; a Director of COTA's membership services company and the Aged Rights Advocacy Service.

He has held a number senior positions in public health governance in South Australia and served on the Flinders University Council for 20 years including seven years as Deputy Chancellor and Chair of both its Audit and Resources Committees and Alumni. Ian is Emeritus Deputy Chancellor of Flinders University and holds an Honorary Doctorate from the University. He was awarded Membership in the Order of Australia (AM) in June 2005.



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facilitator

Michelle Taylor

Chief Executive, People, Corporate Affairs & Sustainability, Challenger

Michelle Taylor joined Challenger in 2016 and was appointed Chief Executive, People, Corporate Affairs and Sustainability in December 2018. In this role she is responsible for human resources, stakeholder relations, corporate sustainability and research.

Michelle has extensive experience in protecting and enhancing culture and reputation in complex organisations and has led a wide range of strategic employee programs. She also has over 20 years' experience in corporate affairs and strategy, working in various industries including financial services, health and real estate. Before joining Challenger Michelle led the corporate affairs and group strategy functions at Stockland, Australia's largest diversified property company.

Michelle is a proud CEDA Trustee.

vote of thanks

Wendy Holdenson

Director and Chief Operating Officer, Mitsui & Co.

Wendy is an accomplished specialist in marketing and communications in both the private and public sectors. She is the Director and Chief Operating Officer at Mitsui & Co (Australia) Ltd, a global trading and investment conglomerate.

Wendy has had government roles as Australian Consul-General in Japan, and State Director for the Australian Trade Commission in Western Australia/South Australia/Northern Territory. And before that, she was also working in the private sector for corporations such as Caltex, GHD, Ernst & Young and Canon.

She is accustomed to dealing with stakeholders at the most senior level, and is an expert in Asian business and cross-cultural communications. One of Wendy's proudest achievements has been to attract foreign investment from Asia into Australia's food services, advanced manufacturing, biotechnology, ICT and energy sectors. Wendy is a strong proponent of innovation as the key to corporate sustainability. She has been a champion for innovation in employee teams wherever she has worked.

Young people and the aged community are an important focus for her. Wendy is a board member of the Maggie Beer Foundation, established to improve the wellbeing of residents in aged care facilities around Australia. Recently Wendy was named Business Champion of the Australian Federal Government's New Colombo Plan to equip young Australian's with Asia-centric skills. She is on the Advisory Board of UNSW Alumni, and mentor high-performer undergraduates as a member of the UNSW Alumni Leaders Network.

Wendy is a proud CEDA Trustee.



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corporate tables

CEDA would like to thank the following members for hosting a corporate table at today's event.

Challenger

First State Super

Macquarie Business School

SkillsIQ

attendees

Kristyn Baker
Talent Acquisition Specialist
First State Super

Ian Banister
Associate Principal | Transport
Arup

Polly Bennett
Director
SkillsIQ

Renée Bertuch
Managing Director
Cannings Communications

Tony Bofinger
Chief Risk Officer
Challenger Limited

David Bowtell
Associate Director - Policy &
Events NSW/ACT
CEDA

William Burkitt
Innovation Leader, Post
Retirement
Mercer

Ben Cividin
Head of Human Resources
Kayo Sports

Louise Claridge
Associate Director -
Membership Engagement
NSW/ACT
CEDA

Alex Cook
Skills Engagement Executive
SkillsIQ

Natasha Copley
Human Resources Director
DXC Technology

Peter Cowan
Senior Engagement Manager -
Public Sector, Talent Solutions
Randstad

Amanda Crammon
Manager
NSW Department of Customer
Service

Patrick Cummings
Skills Engagement Executive
SkillsIQ

Tania Currie
Associate Director, Careers
Macquarie University

Kimberley Da Silva
A/c Assoc Director Non-
medical & training
NSW Ministry of Health

Lyn de Gruchy
Senior Manager Learning
Department of Education and
Training

Shannon Duncan
Client Services Manager
First State Super

Gary Dunshea
Skills Engagement Executive
SkillsIQ

Hannah Ellis
Principal
The Workplace Lawyers

Helen Evans
Principal Advisor Diversity &
Inclusion/Premier's Priorities
NSW Public Service
Commission

Jessica Falconer
Senior WHS & Injury
Management Advisor
First State Super

Morag Fitzsimons
Director
WCD - Workers'
Compensation Solutions

Patrick Garcia
Associate Professor and
Research Coordinator
Macquarie University Hospital

Nicolette Glazewski
Iceni Group

Jeremy Gordon
Senior Institutional Business
Development Manager
Challenger Limited

Nicole Grainger-Marsh
GM, Marketing and Growth
MTC Australia

Yvette Gray
General Manager, People and
Culture
Australian Prudential
Regulation Authority

Shane Grimes
Executive Manager, Corporate
Affairs
IAG

Catherine Guyder
Manager, Corporate
Communications
IAG

The Hon Jonathan Hamberger
PSM
Senior Deputy President
CEDA Individual Trustee

Jodie Haydon
Manager, Strategic
Partnerships
First State Super

Jermie Hernandez
Executive Assistant
SkillsIQ

Michael Hilder
Senior Partnership Manager,
Police
First State Super

Emma Hogan
Commissioner
NSW Public Service
Commission

Wendy Holdenson
Director and Executive Vice
President
Mitsui & Co

John Hughes
Chairman
CEDA Individual Trustee

Debbie Jensen
General Manager, Marketing
and Customer Experience
Challenger Limited

Lee Kelly
State Director NSW and ACT
CEDA

Yasmin King
Chief Executive Officer
SkillsIQ

Elena Lambros
Associate Director
Deloitte

Kylie Lauc
Head of Internal
Communication &
Sustainability
Challenger

Elaine Lawler
Senior Partnership Manager
First State Super

Meagan Lawson
Chief Executive Officer
COTA NSW

Deryk Leiton
Senior Partnership Manager
First State Super

Jodi Litzenberger
Senior Manager, Corporate
Responsibility
Challenger Limited

Tiffany Lu
Business Partnership Manager
AustralianSuper

Rachel Lum
Project and Research Officer
Hong Kong Economic & Trade
Office

Jane McGuire
Service Manager & Deputy
Director of Nursing
NSW Ministry of Health

Robyn McLean
Senior Manager,
Organisational Development
Australian Prudential
Regulation Authority

Kelly Moore
Head of Human Resources
Challenger

Moirra Morrison
Network Facilities Manager
Sydney Children's Hospitals
Network

Devika Mudaliar
Skills Engagement Executive
SkillsIQ

Angela Murphy
Executive General Manager,
Human Resources
Challenger Ltd

Camille Nicholson
Business Partnership Manager
AustralianSuper

Dr Kirsty Nowlan
Executive Director, Social
Policy & Advocacy
The Benevolent Society

Jan Owen AM
Chief Executive Officer
Foundation for Young
Australians

David Parker
Director
Geddes Parker

Meredith Payne
General Manager HR
Forestry Corporation of NSW

Frank Ribuo
CEO AUS, NZ and IND & WGEA
Pay Equity Ambassador
Randstad

Ian Rolfe
Communications & Marketing
Officer
SkillsIQ

Kim Rose
Client Development Manager,
Corporate & Professional
Education
Macquarie University Hospital

Mana Salimi
Senior Manager
Australian Prudential
Regulation Authority

Phillip Siomos
Delivery and Engagement
Officer
Federal Department of
Employment, Skills, Small and
Family Business

Lan Snell
Academic Program Director-
Macquarie Business School
Macquarie University

Julie Soai
Graduate Researcher
SkillsIQ

Lolita Spears
Membership Advisor, NSW and
ACT
CEDA

Peter Stenvert
COO
MTC Australia

Antonella Sterrantino
Research Manager
SkillsIQ

Prof Lucy Taksa
Co-Director, Centre for
Workforce Futures
Macquarie University

Young Tan
Product Actuary
UniSuper

Shona Tarrant
Group Executive, People and
Culture
Chartered Accountants
Australia and New Zealand

Michelle Taylor
Chief Executive, People,
Corporate Affairs and
Sustainability
Challenger

Deborah Thomas
Management Consultant, Non
Executive Director
Humanitix

Lee Tulloch
Author
CEDA Individual Non Members

Jean Turner-Chapman
Senior Partnership Manager
First State Super

Dr Michaela Tymichova
Business Development Adviser
Western Sydney University

Marianne Wehby
Skills Engagement Executive
SkillsIQ

Grace Westdorp
General Manager - Health,
Safety and Wellbeing
Blackwoods

Ian Yates
Chief Executive
COTA

CEDA NSW/ACT: October 2019

What drives our transport future?

DATE Monday, 28 October 2019, 12.00pm to 2.00pm

VENUE Hilton Hotel, Sydney

SPEAKERS The Hon. Andrew Constance, NSW Minister for Transport and Roads; Dr Chen Cai, Research Group Manager, Advanced Data Analytics in Transport (ADAIT), Data61 | CSIRO; Emma Thomas, Partner – Infrastructure and Urban Renewal, PwC Australia

Supported by CEDA member GHD



Trust and brand in a disruptive age- member only

DATE Tuesday, 12 November 2019, 7:45am to 8.00am

VENUE CEDA NSW Boardroom, Level 14, 9 Hunter Street, Sydney

SPEAKERS Matthew Harrington, Preseident and Global Chief Operating Officer, Edelman

Supported by CEDA member Folk



New approaches to entrenched disadvantage

DATE Thursday, 14 November 2019, 12:00pm to 2.00pm

VENUE CEDA NSW Boardroom, Level 14, 9 Hunter Street, Sydney

SPEAKERS Jarrod Ball, Chief Economist, CEDA; Anne Hampshire, Head of Research and Advocacy, the Smith Family

**Sponsorship opportunities available*



Building better health across NSW

DATE Friday, 15 November 2019, 12:00pm to 2.00pm

VENUE Rydges World Square, Sydney

SPEAKERS The Hon. Brad Hazzard MP, NSW Minister for Health and Medical Research

Supported by CEDA member UNSW



about CEDA



CEDA is an independent, not-for-profit membership organisation. CEDA identifies policy issues that matter for Australia's future and pursue solutions that deliver better economic, social and environmental outcomes for Australia. CEDA's cross-sector membership spans every state and territory and includes more than 780 of Australia's leading businesses, community organisations, government departments and academic institutions.

Membership

Organisations join CEDA because CEDA delivers exposure to high level thought leadership, timely briefings on issues of economic importance, access to networking and brand reach through sponsorship and hosting opportunities. In addition to high profile public events, CEDA also delivers regular member only events for employees of member organisations and exclusive Trustee only boardroom briefings for senior executives from member organisations. These provide a unique opportunity for peer-to-peer knowledge exchange and for speakers and attendees to talk candidly on issues.

Research and policy

CEDA's only agenda is to pursue good public policy to progress Australia's economic and social development. Since 1960 CEDA has produced more than 3000 publications, research reports and articles highlighting emerging issues and directions in a diverse range of policy areas. Research in 2019 will focus on Australia's long-term budget position, the effects of temporary migration, a survey of Australian businesses on their approach to economic development, and new approaches to addressing entrenched disadvantage.

For more information on CEDA membership, research and events please contact:

Lee Kelly, State Director NSW/ACT
02 9299 7022
Lee.kelly@ceda.com.au

David Bowtell, Associate Director - Policy & Events NSW/ACT
02 9779 9742
david.bowtell@ceda.com.au

Louise Claridge, Associate Director - Membership Engagement NSW/ACT
02 9779 9751
Louise.Claridge@ceda.com.au

Lolita Spears, Membership Advisor, NSW & ACT
02 9779 9748
lolita.spears@ceda.com.au

www.ceda.com.au