

Walking the Talk

Friday, 1 April 2016

Walking the Talk is back in 2016 and Norman Waterhouse's Employment and Industrial Relations Team will again take you through an in-depth analysis of the most important issues facing your workplace. Also, back by popular demand, our interactive Q&A session.

Session Time	Topic
9:00 - 9:30am	Registration
9:30 - 9:35am	Introduction and housekeeping
9:35 - 10:25am	War Stories: Managing difficult employment situations in the workplace Employment law is about being practical about outcomes. This session will provide a review of recent decisions, where attendees will gain insight into how to appropriately handle a range of awkward situations so as to best minimise exposure to risks in the workplace. <i>Presenter – Sathish Dasan, Partner</i>
10:25 - 10:45am	Morning Tea - Confessional open*
10:45 - 11:30am	Lessons from the Bench: Distilling recent case law developments The Courts have recently explored key employment law concepts, such as repudiation of an employment contract, reasonable notice periods, employees' duty to mitigate loss, and vicarious liability risk in discrimination and harassment cases. All will be explored in this session. <i>Presenter – Lincoln Smith, Partner</i>
11:30 - 12:15pm	Making Section 18 of the <i>Return To Work Act (SA)</i> work for your business This session will explore the employer's obligation to provide 'suitable employment' to an incapacitated worker for 104 weeks, and discuss responsibilities that may exist beyond this time frame. We will also consider how to ensure that Rehabilitation and Return to Work Plans are negotiated appropriately and provide economic value to your business. <i>Presenters – Belinda Richards, Senior Associate and John Ward, Partner</i>

***The Confessional:** In the Confessional, the Barefoot Lawyer (**Michael Foley**) will hold one-on-one sessions to take questions on employment law and industrial relations concerns. What happens in the Confessional, stays in the Confessional.

Program continued...

Session Time	Topic
12:15 - 1:00pm	<p>Unconscious Bias</p> <p>Unconscious bias affects every area of our lives. It's time to explore your own unconscious bias, challenge stereotypes and work through strategies to understand how your 'hardwired' thought processes impact your decisions.</p> <p><i>Presenter – Cecilia White, Senior Manager People and Culture, Perks</i></p>
1:00 - 2:00pm	Lunch - Confessional open*
2:00 - 2:45pm	<p>Performance Reviews: Dead, buried, cremated?</p> <p>The value and efficacy of performance appraisals has been the subject of debate for decades. In 2015, various large businesses made headlines by deciding to remove annual appraisals from their workplaces. Is this the end for a well-known industrial practice?</p> <p><i>Presenter – Amanda Green, Senior Associate</i></p>
2:45 - 3:30pm	<p>Leaders and Leadership: Building a winning team</p> <p>Today's workplace is the most complex, data rich and diversified that has ever existed. Today's leaders are faced with up to five definable generational types, all with competing values and priorities. To succeed as a great leader, you must be more than a mere manager. This session will explore how.</p> <p><i>Presenters – Jodi Conlin, Director, and Tina-Marie Bowen, Senior Consultant, AME Recruitment</i></p>
3:30 - 4:25pm	<p>Expert Panel</p> <p><i>Practitioners from Norman Waterhouse</i></p>
4:25 - 4:30pm	Closing remarks
4:30 - 5:20pm	Drinks and Canapés

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Event Details

When: Friday, 1 April 2016

9:00am - 4:30pm, followed by drinks and canapés
(Registration from 9:00am. Tea and coffee available on arrival)

Location: Crowne Plaza Adelaide, Level 15, 16 Hindmarsh Square, Adelaide SA 5000

Cost: \$350 ex GST

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