

8:30 AM | Caffeinate and Connect

PROGRAM

9:00 AM | Why are you here? Hopefully because you're an interesting person who is interested in people, bold ideas and doing and thinking

better. Buckle up and our double trouble hosts will prep you for the day ahead. Jessy Warn, Managing Partner, HR Gurus

Emily Jaksch, Founder & Managing Director, HR Gurus

9:10 AM | What's around the corner and what haven't you thought of..?

If you're not on top of what's going on in the world, how can you expect to know the people you are leading or prepare them and the business for what's to come? Global social and geo-political events and trends ripple rapidly into the workplace (Trump bingo anyone?) creating

huge local challenges and opportunities. We're kicking off a day of bold ideas with an exploration of future shifts that will impact individuals, societies and therefore organisations. Align your people first strategy with the evolving external environment to adapt and thrive.

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shifting focus to what really matters: empathy, accountability, and the human connections that bind us. With humour, boldness, and a touch of anthropology, we'll explore the messy beauty of humanity—how we've resisted

9:40 AM | You can't say that! Cancel culture, free speech, and how to be a bit less of a d*ck!

oppression, found pockets of hope, and created change throughout history. Through playful insights and practical takeaways, you'll leave equipped to navigate tricky conversations, handle conflict with grace, and, maybe...just maybe... be a little less of a dick. This isn't about rules or ticking boxes; it's about scaling deep into the core of what it means to be human, embracing imperfection, and daring to connect. Part One: A History of Douchebag Leaders Part Two: Cancel Culture and Political Correctness Simply Hasn't Helped

Anthropologist, Dr Monty Badami, will flip the script on the tired debates of political correctness and cancel culture,

- Part Three: Scaling Deep...How Policy and More Bloody Online Training can only get us so far! (And can even make us go backwards) Part Four: How Anthropology can Help

Part Five: Practical Takeaways (or How to Be a Bit Less of a Dick)

Dr Monty Badami, Anthropologist, Shit-Stirrer, Founder & CEO, Habitus

10:20 AM | Was Elon Musk right to fire 80% of Twitter?

Across industries, we're entering an AI-first era where radically efficient businesses will crush the competition. Companies that cling to bloated headcounts and outdated ways of working risk becoming irrelevant.

When Elon Musk took control of Twitter, he fired 80% of the company's workforce in one swift, ruthless move.

Sound dramatic? Good. Because this moment calls for hard truths. As a leader, you've got three options: Do nothing: Watch your company slowly sink into irrelevance ■ Take bold action: Fire faster, hire smarter, automate ruthlessly

Transform your culture: Make your people indispensable by design. Automate low-value work so your team can

Which brings us back to Elon and was he right to fire 80% of Twitter's staff?

The reality is a mix of option 2 and 3. But make no mistake - inaction is not an option.

In an age of AI disruption, leaders will have to confront a similar choice — sooner than they think.

Brace yourself. This isn't your typical feel-good talk but it's the wake-up call every people leader needs. Steve Glaveski, CEO & Co-Founder, Collective Campus

beverage (such as coffee)

10:55 AM | Bold Bites

Reckless or visionary?

focus on high-impact work

Agree or don't agree, just don't ignore.... Jessy Warn, Managing Partner, HR Gurus

Short, sharp, no-BS HR pulsechecks. Insights and disruption from pay transparency and radical flexibility to AI.

Emily Jaksch, Founder & Managing Director, HR Gurus

No more old-school dynamics where HR is just there to "do" what the CEO says. Today's People & Culture leaders

are strategic partners, co-pilots in steering the business - and when that relationship clicks, it's a game changer.

11.00 - 11.25 AM | Caffeinate (verb): to get caffeine or to provide caffeine to (someone) by means of a caffeinated

But leadership teams aren't always a love-fest. They can be a battlefield of egos, competing priorities, and "helpful

11:25 AM | Play nicely with your colleagues: The CEO + CPO power combo

opinions" on things some execs don't really get (like people and culture). So how do a CEO and Head of People & Culture build real trust and lead as a united front?

This session tackles the art (and science) of leadership synergy - how to cut through the noise, build trust, and

create an executive culture that actually works for your business. Behind-the-scenes on what makes a high-functioning CEO/People partnership work in a Top 10 Great Place to Work business

How to influence up, down, and sideways without losing your edge Leadership dynamics decoded: handling the politics, personalities, and pushback Why real leadership alignment makes or breaks company culture

Michelle O'Keefe, CEO, Culture Curator & Semi Professional Ninja, engaging.io Fraser Gordon, Head of People, Culture Whisperer & Chief Vibes Officer, engaging.io

11:55 AM | Tech Track Al, automation, and predictive analytics promise to revolutionize HR - but which innovations are game-changers, and which are just noise? Let's explore radical efficiency: no fluff, just results.

fire anyone?

12:15 PM | The great RTO debate: chaos, culture and the battle for talent So, everyone has to go back to the office full time now....oh, wait, no they don't, they have to do 3 days a week in the office, but which days and does everyone have to do the same days and what if they want to change which day

and how do we justify why some people have to be in the office and others work completely remotely and what

The RTO discussion had largely fallen silent and hybrid work arrangements felt pretty normal. And yet full-time

about the 4 day work week or job share and what if we don't offer complete flexibility, will everyone go and work

somewhere else, but what if we do and it doesn't work for the business, only now we've set a precedent so we can't

office mandates are now back on the table again. Amazon and Tabcorp have called all employees back to the office five days a week to 'improve performance and create a winning culture'. With post-Covid expectations, multi-generational workforces and inclusivity demands battling with engagement,

talent retention and remote leadership challenges, who's really winning at RTO strategy and what bold ideas could you explore for your organisation? Morag Eyles, Chief People Officer, WPP

Emily Jaksch, Founder & Managing Director, HR Gurus

Jessy Warn, Managing Partner, HR Gurus

12:50 PM | Refuel your brain and stomach

1:40 PM - 2:10 PM | From legacy to next-gen: a leadership playbook for a 5-gen workforce

next wave of talent?

impact?

12:45 PM | Bold Bites

expectations, and engagement styles. The question is - are we setting up the future workplace for collaboration or collision? Future generations will enter workplaces shaped by AI, shifting social values, and new definitions of leadership. Are

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Breaking stereotypes - Gen Z isn't lazy, Millennials aren't entitled, and Boomers aren't tech-averse. Let's challenge the myths. A leadership power shift - What happens when digital-first, purpose-driven talent takes the reins? ■ Future-proofing your workforce - how to design an adaptable culture that attracts and retains talent across generations.

today's leaders ready? Are our cultures built for agility, or are we clinging to outdated models that will alienate the

From Gen Z disruptors to seasoned Boomers, the workforce has never been more diverse in experience,

2:10 PM | DEI under fire: evolving, endangered, or just good business? Trump-era politics and legal challenges have put DEI under fire in the U.S with layoffs, lawsuits, and a growing corporate retreat. But in Australia, will we see the same backlash, or is this our moment to redefine DEI for real

As culture wars collide with boardroom decisions, we're now questioning - is diversity divisive and ineffective or is it a necessity that's too valuable to ditch, both from a humanitarian and a business perspective? This fierce, unfiltered debate will explore:

How do we move from performative to truly transformative? Are Australian companies prepared for the legal and cultural shifts heading our way? No safe answers. No sugarcoating. Just the hard truths on what's next.

Is DEI still the right strategy, or does it need a rebrand?

Steve Glaveski, CEO & Co-Founder, Collective Campus

Get ready for a raw, unfiltered session that hits on two levels:

Do we still default to hiring people who 'fit in'?

Kylie Fuller, Founder, Fuller Potential

This is more than just a generation gap - it's a generation revolution.

2:50 PM | Storytime: Lessons, legends & leadership genius

Dr Monty Badami, Anthropologist, Shit-Stirrer, Founder & CEO, Habitus

■ What's the risk of 'DEI fatigue' - and how do we keep momentum alive?

1) War stories from the front lines of people leadership - the good, the bad, and the downright ugly. Expect truth bombs, tough lessons, and maybe even a little redemption. 2) The secret sauce you should prioritise as a leader: storytelling. It's not just for TED Talks - it's the ultimate

tool for building empathy, trust, and influence with your team and peers.

3:40 PM | Bold Bites

you prioritise your critical areas of focus now?

Jessy Warn, Managing Partner, HR Gurus

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Grab your drink of choice and join this interactive, future-strategy close-out. Join award-winning speculative fiction author Lili Wilkinson for a thought-provoking session where we'll creatively reimagine the people leader of the future: what will be the role of HR and how can looking at the big picture help

Emily Jaksch, Founder & Managing Director, HR Gurus

Lili Wilkinson, Speculative Fiction Author

3:45 PM | Happy hour! Future forecasting: Worldbuilding people leaders of the future...

twists included. What did today teach you about thinking differently? Let's find out.

4:25 PM - 4:30 PM | Chaos & structure "Chaos is need for innovation, structure makes those ideas useful", Simon Sinek

This isn't your typical wrap-up - this is storytelling meets future forecasting. Worldbuilding, characters, and plot

Make your day of bold ideas count with this quick, valuable next steps blueprint from our dynamic duo hosts. Jessy Warn, Managing Partner, HR Gurus Emily Jaksch, Founder & Managing Director, HR Gurus

4:30 PM - 5:30 PM | Unwind, Debate, Collaborate Wrap up the inaugural **Bold Ideas in HR 2025** with cocktails, mocktails, nibbles and tunes and useful new humans to share your journey with.

6:00 PM - 9:00 PM | Bold Ideas Date Night Join the hardcore for a totally informal dinner experience and chat. This is where the magic happens. Invited guests and ticket holders only - limited spaces