



AUSTRALIAN
WATER
ASSOCIATION

AWA proudly presents, US specialist in succession planning, Teri Fisher, to deliver two tailored sessions developed for the Australian Water Industry. This opportunity should not be missed!

'Succession Planning is Success Planning'

CEOs Seminar

Friday 20 October 2006, Melbourne

What if you got hit by a truck tomorrow? Do you know who would replace you? Would the transition be seamless? What short/long term impacts would it have on the organisation, revenue, your team, and the customer?

Additionally, in 2010, it is expected that 30-50% of the workforce will be eligible for retirement.

Succession planning is a deliberate and systematic effort made by an organisation to ensure a well-stocked pipeline of qualified individuals are equipped and ready to assume key positions. It's about retaining and developing leadership and the often least appreciated part of an organisation...its intellectual capital.

If organisations are to have the best people in place for key positions with seamless transitions, it will be critical that a succession planning process be developed and put into place. Not to mention... growing internal leadership has a tremendous impact on productivity, morale and revenue.

In this session we will discuss:

- Why succession planning is important to your organisation
- Business trends, as they relate to succession planning
- The organisations that do it best
- How it links to short and long term business strategy as well as legacy
- How it effects your ability to retire with peace of mind
- The importance of cultivating leadership at all levels of an organisation
- Learn how succession planning is critical to retaining top performers
- Tools
- Creating urgency

An afternoon panel of the industry's succession planning efforts will follow lunch.

Who Should Attend?

CEOs and senior management in the water industry.

Time and Venue

Oaks on Collins
480 Collins Street, Melbourne
9 am - 3 pm
Registration opens at 8:15 am

Registration Fees (including GST)

AWA WICD Members: \$500
Non Members: \$650

SUCCESSION PLANNING SESSIONS

Teri Fisher, President & CEO of Insight Strategies, Inc.



Acclaimed consultant, speaker and executive coach, Teri Fisher is known for bringing expertise, high-energy and humor to her engagements. Through her trusted council Ms Fisher is recognised in the areas of Succession Planning, Strategic Initiatives, Leadership and Influence, Performance Management, Mediation/Conflict Resolution, Interpersonal Communications, Team Development, Change Management, and Sales/Negotiating. Ms Fisher has been at the forefront of business management for 15 years with "fortune 500" organisations.

Ms Fisher has been published on the *Financial Times*, *ft.com* and *The Wall Street Journal* specifically directed toward corporate executives. She has also featured on the Discovery Channel's nationally acclaimed American Hot Rod program as their on-air Management Consultant and Coach.

Insight Strategies Inc. is a California, USA based performance results company who assist their clients in achieving their business and personnel development goals through unique management consulting, training, employee development, one-on-one coaching and keynote presentations.

www.awa.asn.au/events/terifisher

Enquiries

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SUCCESSION PLANNING SESSIONS

'Succession Planning: Cultivating Leadership'

HR Managers Workshop
Monday 23 October 2006, Sydney

A recent study states that in a healthy economy higher performers are 32% more likely than lower performers to look elsewhere. How do you ensure your most valuable assets don't race for the door? Out the door will go the time, money and resources you spent to get this employee equipped to deliver for you! Succession planning and career development efforts are key to protecting your human assets.

Discover the number one reason why managers fail. In today's electronic age, the human element of leadership has never been more important. Learn to think strategically and motivate employees by helping them understand how their job connects to the vision of the organisation and thus retain and groom the best. As Studs Turkel puts it, "Work is a search for daily meaning as

well as daily bread." Learn to spend less time managing and more time leading and developing leaders!

Objectives of the workshop: Understand the importance of succession planning and how to coach, motivate, develop and retain top performers.

Who Should Attend?

Human Resources Officers and Managers in the water industry.

Time and Venue

Mercure Sydney
818-820 George Street, Sydney
9 am - 5 pm

Registration opens at 8:30 am

Registration Fees (including GST)

AWA WICD Members: \$300
Non Members: \$450

Places are limited to 50.

HR Network Meeting
Tuesday 24 October 2006, Sydney

Recently, a small group of water industry HR Managers were invited to a workshop to discuss staff attraction and retention issues. A report of the outcomes of the workshop will be widely available soon and the group hopes that the outcomes will be of benefit to the broader water industry.

To keep the momentum going and to further the newly formed HR Network a meeting will be held on the day following Succession Planning Session in Sydney. The meeting will be held at the same venue but in a smaller room and for this reason numbers are limited.

All are welcome to attend this meeting (whether attending the Succession Planning Session or not). Those present will revisit the tasks and outcomes of the attraction and retention workshop, nominate interest and involvement in specific projects and set time frames and milestones.

It is expected that the network will meet again in the new year and that in the meantime communications may continue via AWA online forums.

Continued involvement in the HR Network will be open to all HR staff in organisations which subscribe to WICD.

Who Should Attend?

Human Resources Officers and Managers in the water industry.

Time and Venue

Mercure Sydney
818-820 George Street, Sydney
9 am - 2 pm

Registration opens at 8:30 am

Cost (including GST)

\$65 (covers venue and catering)

Places are limited to 23.

WICD is an initiative that seeks to provide greater national coordination of, and access to, water-related training and professional development courses and resources to the water industry as well as promote water industry careers and pathways. To find out more, including organisations that have subscribed and how your organisation can subscribe, visit www.awa.asn.au/wicd.



AUSTRALIAN WATER ASSOCIATION

SUCCESSION PLANNING SESSIONS by TERI FISHER

THIS FORM BECOMES A TAX INVOICE UPON RECEIPT OF PAYMENT – PLEASE RETAIN FOR YOUR RECORDS

DELEGATE DETAILS

Surname..... First Name.....

Position.....

Organisation.....

Postal Address..... Postcode.....

Telephone (w)..... Fax

Email.....

Special and/ or Dietary Requirements:

REGISTRATION FEES - CEOs SEMINAR, FRIDAY 20 OCTOBER 2006, MELBOURNE

Registration includes seminar, panel session morning tea and sit-down lunch.

- WICD Member *: \$500 (includes GST of \$45.45)
Non Member: \$650 (includes GST of \$54.55)

REGISTRATION FEES - HR WORKSHOP, MONDAY 23 OCTOBER 2006, SYDNEY

Registration includes attendance at the workshop, morning tea, lunch and afternoon tea.

- WICD Member *: \$300 (includes GST)
Non Member: \$450 (includes GST)

*AWA WICD Member rates apply to employees of organisations subscribed to WICD. To find out more about WICD and how organisations can subscribe visit www.awa.asn.au/wicd.

HR MEETING, TUESDAY 24 OCTOBER 2006, SYDNEY

Includes morning tea and lunch.

- I wish to attend: \$65 (includes GST)

PAYMENT DETAILS Total Payment: \$_____ (includes GST)

Due to limited places for these events, full payment or a purchase order number must be received with this registration form. Registrations will not be confirmed and places will not be allocated until payment is received.

Please indicate method of payment by ticking the appropriate box:

- Cheque (payable to Australian Water Association) Purchase Order No:
Credit Card (Please circle): Visa MasterCard Bankcard

Credit Card Number..... Expiry Date.....

Name on Card.....

Amount Authorised \$..... Signature..... Date.....

Credit Card Authority: I authorise AWA or its agents to charge the stated amount on my credit card as outlined above and enclose my signature for this authorisation. I also acknowledge that AWA is not required to produce a copy of a signed and validated sales voucher to obtain payment.

REGISTRATION FORM/ TAX INVOICE

Post to: Australian Water Association, PO Box 388, Artarmon NSW
Or fax to: 02 9413 1047
Enquiries: AWA National Office, Phone: 02 9413 1288, Email: events@awa.asn.au
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