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**EthicalJobs**



# Conference Program

24 & 25 February 2020  
Melbourne Convention Centre



**not  
for  
profit  
people**

*Conference 2020*

Gold partners



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# JobAdder

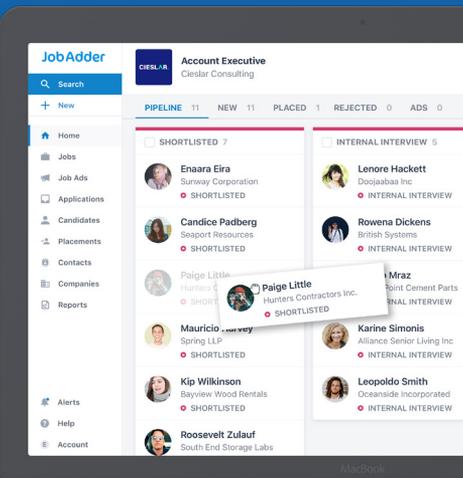
Recruitment Software

## Put the focus back on people

## Automate the rest

Chat to Paul & Alex at stand 3!

Our job board partners:



The screenshot shows the JobAdder interface for an Account Executive at Cieslar Consulting. The pipeline includes candidates like Enaara Eira, Candice Padberg, Paige Little, Maurice Little, Kip Wilkinson, and Roosevelt Zulauf. A tooltip for Paige Little is visible, showing her profile and contact information.

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Australia's most comprehensive suite of HR, payroll and rostering / time & attendance solutions can be used together or stand-alone, and are configurable according to your organisation's processes and workflows

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# Welcome!



**On behalf of the team at EthicalJobs.com.au, I'm so excited to have you join us for our seventh annual Not-For-Profit People Conference.**

*"If you want to go fast, go alone; but if you want to go far, go together."*

No one seems to know the origin of this quote, but I think it's a fitting place to begin a reflection on the purpose of the NFP People Conference.

In bringing together an extraordinary group of professionals from so many NFP organisations all travelling the path towards a better world, our aim has always been to help everyone to go further, together.

When it comes to solving our society's and our planet's biggest challenges, none of us can achieve much without being able to work together – not just well, but truly collaboratively and creatively. Creating a space to share the best ideas for how to do this is why we started the NFP People Conference, and why it continues to grow and thrive seven years later.

As important as it is, and as much experience as any of us has doing it, finding and keeping our best people is never easy. It's a constant challenge every organisation faces, and as the scale of the social and environmental challenges we face grows, for many NFP organisations the "people challenges" only grow too.

That's why I'm so excited to hear from the NFP leaders and other specialists we've brought together to share their ideas and experience over the next two days. They're experts, drawn from the country's top organisations and bringing decades of knowledge to share with us over 23 sessions and across our six core theme areas:

- Recruitment
- Health & Wellbeing
- Managing People Well
- Leadership
- Strengthening HR
- People & Organisational Strategy

As a leader myself, I always take away incredible lessons – and invaluable contacts – from every NFP People Conference to help the EthicalJobs.com.au team to be more effective in our mission of helping people and organisations to "work for a better world".

Whatever your organisation's mission, I'm confident that you'll also walk away with essential tools and connections you can use to help your team to go further, together.

Finally, my thanks to our conference partners and exhibitors who make this event possible – we literally could not put it on without them!

So please remember to visit their stands and check out the diverse products and services on offer.

There's also an "exhibitor bingo" card in your conference bag, so don't forget to get it stamped by all our exhibitors to go into the draw to win a huge hamper of delicious ethical products!

But most of all, enjoy the conference!

**Michael Cebon**

CEO and Founder

[EthicalJobs.com.au](http://EthicalJobs.com.au)



# Conference Program Day One

## ROOM 106

## ROOM 105

8.00

### REGISTRATION

9.00 - 10.30

● WELCOME AND KEYNOTE ADDRESS

**Professor Shirley Randell** AO, PhD, Hon. DLitt

Lessons in leadership from a lifetime of work in education, women's rights, and international development across the globe

10.30 - 11.00

### MORNING TEA

11.00 - 11.55

● MANAGING PEOPLE WELL

**Anna Pannuzzo**

*WorkPlacePLUS*

WORKSHOP: Raising the bar in HR: Detoxifying your workplace culture

12.00 - 1.00

● PEOPLE AND ORGANISATIONAL STRATEGY

**Mark Puncher**

*Employer Branding Australia*

**Ariana Tutini**

*Miwatj Health Aboriginal Corp.*

**Fiona Millar**

*SwanCare*

WORKSHOP: Employer branding and people engagement in human services - 3 real journeys, 300 real stories

1.00 - 2.00

### LUNCH

2.00 - 3.00

● RECRUITMENT

**Christina Ryan**

*Disability Leadership Institute*

Beyond merit: Recruiting for a culture of inclusion

● STRENGTHENING HR

**Kristin Ramsey**

*Caxton Legal Centre & HR Law*

Ask me anything about workplace law

3.00 - 3.30

### AFTERNOON TEA

3.30 - 5.00

● KEYNOTE ADDRESS

**Craig Davis** *Sendle*

The future looks human: How the biggest leaps in productivity, creativity and innovation will come from harnessing human potential in organisations

Monday 24 February 2020

ROOM 104

ROOM 103

● STRENGTHENING HR

**Cassandra Hutton**

*St Vincent de Paul Society*

Creating powerful moments to engage and mobilise your people

● LEADERSHIP

**Shereena-Lee van de Berkt**

*Médecins Sans Frontières Australia*

Leadership is not a dirty word!

● LEADERSHIP

**Sarah Brown & Kerri Mitchell**

*Purple House*

'Tjukarurru Wangkantjaku': Working the right way

● RECRUITMENT

**Kylie Flament**

*Green Connect*

"Can't find a job? You're hired!" How your organisation can overcome barriers to employing diverse candidates

● HEALTH & WELLBEING

**Ramon Wenzel**

*University of Western Australia & Learning for Purpose*

A deep dive into the drivers of staff health and retention

● PEOPLE AND ORGANISATIONAL STRATEGY

**Amna Karra-Hassan**

*Lebanese Muslim Association*

Drive, diversity, disruption: A strengths-based approach to building a healthy culture in your workplace

# Conference Program Day Two

	ROOM 106	ROOM 105
<b>8.00</b>	<b>REGISTRATION</b>	
<b>9.00 - 10.30</b>	<p>● PANEL DISCUSSION</p> <p><b>Expert Panel: What makes a great place to work?</b></p>	
<b>10.30 - 11.00</b>	<b>MORNING TEA</b>	
<b>11.00 - 11.55</b>	<p>● STRENGTHENING HR</p> <p><b>Kristyn Haywood</b> <i>People for Success</i></p> <p>WORKSHOP: Design thinking for HR Leaders</p>	<p>● HEALTH &amp; WELLBEING</p> <p><b>Kathryn McEwen</b> <i>Working with Resilience</i></p> <p>WORKSHOP: Resilience – Leading resilient team cultures</p>
<b>12.00 - 1.00</b>		
<b>1.00 - 2.00</b>	<b>LUNCH</b>	
<b>2.00 - 3.00</b>	<p>● LEADERSHIP</p> <p><b>Sarah Lance</b> <i>St John Ambulance Australia (NSW)</i></p> <p>Leading culture change: Learnings from St John Ambulance Australia (NSW)</p>	
<b>3.00 - 4.15</b>	<p>● KEYNOTE ADDRESS</p> <p><b>Kon Karapanigiotidis</b> <i>Asylum Seeker Resource Centre</i></p> <p>An NFP founder's journey: Growing the ASRC from 1 to 150+ staff</p>	
<b>4.15</b>	<b>CONFERENCE CLOSE</b>	

Tuesday 25 February 2020

ROOM 104

ROOM 103

● PEOPLE AND ORGANISATIONAL STRATEGY

**Annette Young**

*The Smith Family*

Why you need to embrace failure as an essential ingredient to organisational transformation

● MANAGING PEOPLE WELL

**Jonathan Smith**

*ECHO Community Services*

The skill/will matrix: Practical uses from the field

● PEOPLE AND ORGANISATIONAL STRATEGY

**Catriona Atkins**

*LiveBetter*

Making the 'e-learning revolution' work in your organisation

● MANAGING PEOPLE WELL

**Dr. Cathy Kezelman AM**

*Blue Knot Foundation*

Managing vicarious trauma - risks and strategies

● STRENGTHENING HR

**Chuck Berger**

*Kimberley Community Legal Services*

Reinventing your organisational chart

● RECRUITMENT

**Jo Willatts & Olivia Passmore**

*EthicalJobs.com.au*

A job ad may be your one chance to connect with a perfect hire – so make your first impression count

# Conference Speakers

## KEYNOTE SPEAKERS



### Professor Shirley Randell

*Patron in Chief, Australian Centre for Leadership for Women*

Monday, Plenary  
9.00am - 10.30am

#### **Lessons in leadership from a lifetime of work in education, women's rights, and international development across the globe**

In this keynote presentation, Shirley will share learnings from a lifetime of leadership in diverse organisations across the globe, including how disappointments and setbacks can have a silver lining, and how in every loss, there is always opportunity.

Shirley will share her reflections on how to climb the leadership ladder and how women from all walks of life have risen to become effective and compelling leaders.

With a vast array of experiences to draw from, Shirley is uniquely positioned to share a truly global perspective on what great leadership looks like as we move forward into the new decade and beyond.



### Craig Davis

*Co-Founder, Sendle*

Monday, Plenary  
3.30pm - 5.00pm

#### **The future looks human: How the biggest leaps in productivity, creativity and innovation will come from harnessing human potential in organisations**

Craig Davis is a big believer in the power of technology to disrupt, disintermediate and radically reshape markets. Just look at the music, film, news, travel, investment and recruiting industries to point to just a handful of examples. But he believes in humanity more.

Craig believes - and will demonstrate - that the biggest leaps in productivity, creativity and innovation in the immediate future will come from harnessing the human potential of organisations.



### Keynote Panel:

## What makes a great place to work?

Tuesday, Plenary  
9.00am - 10.30am

#### Featuring:

### Frank Sedmak

*GM People & Culture, Cerebral Palsy Alliance*

### Ben Davison

*Chief of Staff and Director of Communications, Australian Council of Trade Unions (ACTU)*

### Ross Reekie

*Founder, Rise Consulting*

### Monica Watt

*Chief HR Officer, ELMO Cloud HR & Payroll*

### Paul Molony

*Business Engagement Manager, JobAdder Recruitment Software*

#### Facilitated by:

### Maddie McMaster

*General Manager, EthicalJobs.com.au*

## Kon Karapanagiotidis

*CEO and Founder,  
Asylum Seeker Resource Centre*

Tuesday, Plenary  
3.00pm - 4.15pm

### An NFP founder's journey: Growing the ASRC from 1 to 150+ staff

Explore the often untold parts of the journey travelled by founders and leaders who create and build their organisations on the smell of an oily rag - from a vision, an idea into a thriving and established NFP.

Kon will speak about the joy, passion, risks, idealism, and energy that it takes to make this journey; but also about the losses, the grief, the sacrifices and the trade offs he made on one of the most precious and extraordinary journeys anyone can make.

The decisions around people and culture are amongst the most important Kon has made and continues to make in building the ASRC.

Kon will explore how, as a leader working to scale his team, he negotiated the challenges of protecting and upholding the very culture, values and practices that made the ASRC successful in the first place, and his inspiring evolution as a leader along the way.

# Conference Speakers

## LEADERSHIP



### Shereena-Lee van de Berkt

Head of Domestic HR  
Médecins Sans Frontières Australia

Monday, Room 103  
11.00am - 12.00pm

#### Leadership is not a dirty word!

Explore MSF Australia's recent leadership journey at the organisational and senior team levels, and learn how to develop leadership at every level of your own organisation.

This session will cover:

- How the organisation commenced their process of change
- The challenge of getting people to accept they are leaders (including addressing underlying belief systems and leaders' anxieties about power)
- The formalised approach used across the organisation to develop culture and identity in a way which promotes leadership qualities and opportunities at all levels, and ensures leadership qualities are sought when recruiting.



### Sarah Brown *CEO*

### Kerri Mitchell *HR Manager*

Western Desert Nganampa Walytja  
Palyantjaku Tjutaku Aboriginal  
Corporation (Purple House)

Monday, Room 104  
12.00pm - 1.00pm

#### 'Tjukururu Wangkantjaku': working the right way

Purple House is an innovative Indigenous-owned and run health service operating 16 remote clinics and a mobile dialysis unit from Alice Springs.

In the last 12 months, Purple House's workforce has doubled to 160 people – a huge success story for an organisation based in remote areas!

This session will cover:

- How to effectively craft and tell the story of your organisation and people, and use it as a tool for growth and retention
- How to identify strengths within your team and channel them to broaden impact and reach
- How to use your purpose to shape your people strategy and the benefits of keeping this vision at the heart of all decision making.



## Sarah Lance

CEO

St John Ambulance Australia (NSW)

Tuesday, Plenary  
2.00pm - 3.00pm

### Leading Cultural Change: Learnings from St John Ambulance Australia (NSW)

Shaping organisational culture is a difficult process. How do leaders assess and govern culture? And even more challenging, how do they transform culture?

Over the past few years, St John Ambulance Australia (NSW) has seen the title of many "Human Resources" managers shift to a focus on "People & Culture". But how exactly do leaders and HR managers influence and direct culture change?

In this session, Sarah Lance, CEO of St John Ambulance NSW shares how St John transformed their organisational culture to improve employee and volunteer engagement through a period of uncertainty and change.



### AN ETHICAL CONFERENCE

The most significant environmental impact of any event flows from the food that's served. That's why we're serving 100% vegetarian food – to cut out the large greenhouse gas emissions and water use caused by meat production. Any surplus food from the conference will be collected and distributed by OzHarvest.

# Conference Speakers

## MANAGING PEOPLE WELL



### Anna Pannuzzo

*Director  
WorkPlacePLUS*

Monday, Room 106  
11.00am - 1.00pm

#### **Workshop - Raising the bar in HR: Detoxifying your workplace culture**

A healthy workplace culture allows NFPs to deliver sustainable, quality services. The onus is on leadership to be proactive in fostering the workplace culture, rather leaving it to run and potentially turn toxic

This 2-hour workshop considers the characteristics of a toxic workplace and offers a holistic approach to achieving your desired organisational culture, including:

- Identifying the six red flags of a toxic workplace: Learning to recognise the warning signs.
- Discovering the six key focus areas of a healthy workplace culture, including tips for reviewing and improving each focus area.
- Tips for effective performance management and conflict resolution, from courageous communication to managing challenging behaviours.



### Dr. Cathy Kezelman

*President  
Blue Knot Foundation*

Tuesday, Room 103  
12.00pm - 1.00pm

#### **Managing vicarious trauma – risks and strategies**

Trauma is common. The recent bushfires have impacted us all either directly or indirectly. Many people have also experienced other traumas in their lives – abuse, neglect, violence and exploitation.

Many of us working in the not for profit sector engage with or support people with a lived experience of trauma on a daily basis. This puts us at the very real risk of vicarious trauma.

This presentation will provide a foundational understanding of trauma, its impacts and the early signs of vicarious trauma. It will provide a number of strategies – both individual and organisational – to mitigate the risks of vicarious trauma and manage it in your staff and volunteers.



## Jonathan Smith

CEO  
*ECHO Community Services*

Tuesday, Room 103  
11.00am - 12.00pm

### **The skill / will matrix: Practical uses from the field**

You may already be familiar with the skill/will matrix as a way of charting an individual's ability and motivation to perform in a role. In this interactive workshop you'll use the matrix to make an initial assessment of a group of 6-12 staff within your organisation, and discuss how this can inform strategies to improve performance.

You'll also receive an Excel spreadsheet and learn how to use this to create a more advanced version of the matrix to use in performance appraisals in your team or organisation.



### AN ETHICAL CONFERENCE

Your lanyard is made by young women in Cebu who have previously been trafficked to work in brothels, giving them support and the chance to learn new skills. Thanks to The Trading Circle for facilitating this additional impact of the conference!

# Conference Speakers

## HEALTH & WELLBEING



### Ramon Wenzel

*Research Assistant Professor, Learning for Purpose  
Centre for Social Impact, University of Western Australia*

Monday, Room 104  
2.00pm - 3.00pm

#### **A deep dive into the drivers of staff health and retention**

Many NFPs experience high voluntary turnover of employees and volunteers, with the total direct and hidden costs of replacing an unhappy, exiting worker up to 5x the annual salary.

New findings from the Australian Not-for-Profit Workforce Study show that organisational leadership and the work experience have profound effects on workers' intention to leave. The most comprehensive workforce analytics to date suggest a range of practical interventions and conditions that increase job resources, reduce job demands, and increase staff resilience and coping.

This session will show you:

- How to realise job resources that act as buffers against high demands by making work more positive and meaningful.
- How to identify, eliminate, or reduce excessive and unnecessary job demands in the workplace so work becomes less stressful.
- How to aid psychological detachment and mastery experiences that enable your workforce to cope with, adapt to, and recover from unexpected stress.



## Kathryn McEwen

*Organisational Psychologist  
Working With Resilience*

Tuesday, Room 105  
11.00am - 1.00pm

### **Workshop: Resilience –Leading resilient team cultures**

Do you lead an organisation or team that provides services direct to the community? Is the work getting harder and more complex, with less time and resources to do what you need to do? Has your organisation experienced major restructuring, change, or decreased funding? Do you and your staff still want to make a difference, despite these challenges?

Based on materials that have a strong evidence base, this 2-hour workshop will provide practical strategies and support to team leaders, managers and senior leaders wanting to build resilience in themselves and their teams.



### **AN ETHICAL CONFERENCE**

Your conference bag and lanyard have been packed for you by The Big Issue Women's Subscription Enterprise, which provides job opportunities for homeless, marginalised and disadvantaged women. Thanks to the Big Issue for facilitating this additional impact of the Conference!

# Conference Speakers

## PEOPLE & ORGANISATIONAL STRATEGY



**Mark Puncher** *Employer Branding Australia*

**Ariana Tutini** *Miwatj Health Aboriginal Corporation*

**Fiona Millar** *SwanCare*

Monday, Room 105  
11.00am - 1.00pm

### **Workshop: Employer Branding and People Engagement for NFPs - 3 real journeys, 300 real stories**

In this lively, "warts and all" session, two NFP leaders and an Employer Branding (EB) specialist will show you their EB journey, from EVP to a culture of employee storytelling. They'll share what worked, what didn't and what they learned along the way. Through blood, sweat and (happy) tears, these leaders have driven real cultural change, which has benefited the communities they serve. They can't wait to show you how to do the same, including:

- Where you should focus your energy for best outcomes;
- How to sell employer branding internally;
- How to involve your people and drive active employee advocacy of your brand



**Amna Karra-Hassan**

*Organisational Development Coordinator,  
Lebanese Muslim Association*

Monday, Room 103  
2.00pm - 3.00pm

### **Drive, diversity, disruption: A strengths-based approach to building a healthy culture in your workplace**

Imagine joining a multi-generational, diverse and responsive community organisation. It takes visionary leadership, strategy and a strong team to create such a group, with a culture of positive change and innovation.

Hear Amna Karra-Hassan's story of discovering her convictions and how they drive her to lead change and cultivate healthy workplace cultures, from the Australian Federal Police to the first ever AFL Women's team.

Her session will explore the importance of:

- Being uncomfortable to grow;
- Cultivating good culture and identifying culture killers;
- Valuing diversity and what inclusion looks like; and
- Disruptive and authentic leadership.



## Annette Young

*Head of People & Culture,  
The Smith Family*

Tuesday, Room 104  
11.00am - 12.00pm

### **Why you need to embrace failure as an essential ingredient to organisational transformation**

Imagine a workplace where failure was not only acceptable, it was celebrated. A place where team members were highly engaged and understood how the work they did each day would benefit the end customer. Where the organisation's culture emphasised people over process and adaptation over following a plan, with customers engaged continuously to ensure changes frequently satisfied their needs too.

Learn from The Smith Family's journey to become one of Australia's top 100 most innovative organisations, including:

- The nine key elements of its innovation framework;
- How to apply the concept of "flearning" to build a more innovative culture; and
- How to use experiments to transform your organisation, its leaders and team members.



## Catriona Atkins

*Learning & Development Manager,  
LiveBetter*

Tuesday, Room 104  
12.00pm - 1.00pm

### **Making the 'E-Learning Revolution' work in your organisation**

Wondering how to support your teams to build skills and meet compliance requirements through e-learning solutions?

In this session, Catriona Atkins will share how LiveBetter managed the learning and compliance needs of a fast-growing rural NFP that grew from 500 employees and volunteers to over 2,000 in just two years.

Catriona will share how LiveBetter overcame barriers like low digital literacy levels and remote access to learning, on a shoe-string budget.

You'll leave this session with tips for kicking off your own e-learning revolution including:

- What support people need before they engage in e-learning;
- Tips for creating engaging online resources on a tight budget; and
- How to manage practical assessments from a distance

# Conference Speakers

## STRENGTHENING HR



### **Cassandra Hatton**

*General Manager Human Resources, St Vincent de Paul Society Victoria*

Monday, Room 104  
11.00am - 12.00pm

#### **Creating powerful moments to engage and mobilise your people**

The boundary lines between our personal and professional lives are changing and shifting. As employers fight for the heart and mind of their employees against the changing organisational landscape and war for talent, the ability to create intentional moments of connection is becoming increasingly important.

With strategy and creativity at its heart, this presentation will help you understand the power and impact of intentional moments and how to create them in order to mobilise your workforce towards your organisation's purpose.

This is not a "nice to have" concept but rather a strategic imperative that will capture the hearts and minds of your workforce to engage and connect them with your purpose.



### **Kristin Ramsey**

*Practice Group Leader & Board Member, HR Law, Caxton Legal Centre*

Monday, Room 105  
2.00pm - 3.00pm

#### **Ask me anything about workplace law**

This Q&A style session will address legal issues surrounding procedural fairness during misconduct investigations, performance management processes and termination decisions.

All of your legal questions will be answered, such as:

- How much notice is required for formal meetings?
- What is the role of the support person?
- What steps do we need to follow in order to ensure a lawful termination?
- What happens if we get it wrong?



## Kristyn Haywood

*Founding Director,  
People for Success*

Tuesday, Room 106  
11.00am - 1.00pm

### Workshop: Design Thinking for HR Leaders

Design Thinking is a methodology used to solve complex problems and find innovative solutions. Rather than problem-focused, a "design mindset" is solution-focused, based on the experience of service users and oriented towards action.

This 2-hour session will equip HR leaders to:

- Shift your mindset away from designing top-down HR programs towards more employee-centric programs
- Create and communicate end-user driven solutions to HR challenges like employee engagement and talent attraction
- Adopt the 'Design Thinking Mindset'
- Map the employment lifecycle from the employee's point of view
- Reduce risk and accelerate learning through rapid testing and feedback loops
- Find and reframe problems in a way that develops a culture of innovation in HR



## Chuck Berger

*Manager, Kimberley Community  
Legal Services*

Tuesday, Room 104  
2.00pm - 3.00pm

### Reinventing your organisational chart

Your organisation probably has an org chart. It probably has boxes connected by lines, shaped like a pyramid with a CEO at the top. That chart probably – hopefully – has little relationship to how you or your people work effectively in practice.

Most organisations are a complex web of relationships and teams, including staff, clients, funders, and many others. But most org charts show a dull and linear hierarchy.

In this workshop, we'll be throwing that chart out the window and develop a new illustration of your organisation that communicates the essence of your organisation's mission, culture and function.

Take care, this might even cause you to radically rethink your organisation's structure and culture - and inspire engagement in your organisation!

# Conference Speakers

## RECRUITMENT



### Kylie Flament

*General Manager,  
Green Connect*

Monday, Room 103  
12.00pm - 1.00pm

#### **"Can't find a job? You're hired!" How your organisation can overcome barriers to employing diverse candidates**

Jobs change lives, but it isn't quick or necessarily easy. For young people stuck in intergenerational unemployment and for new migrants to Australia, obtaining a job can be near impossible. But organisations that can overcome their employment barriers will change that person's life forever, with major flow-on effects for our society. It's one more significant way to make a difference.

This session focuses on what barriers young people and former refugees face, how Green Connect is overcoming these barriers to employing these diverse candidates, and how other organisations can – and should – do the same.



### Christina Ryan

*CEO/Founder,  
Disability Leadership Institute*

Monday, Room 106  
2.00pm - 3.00pm

#### **Beyond merit: Recruiting for a culture of inclusion**

Our boards and executive teams don't reflect the rich diversity of our consumer base. Without shifting to more diverse leadership our organisations won't generate the innovation, resilience and sector leadership that we are hoping for.

It's time to question the merit principle and recognise how it is holding us back.

This presentation questions merit and provides some tools on ways forward as we build truly diverse leadership.



## Olivia Passmore & Jo Willatts

*Relationship Managers,  
EthicalJobs.com.au*

Tuesday, Room 103  
2.00pm - 3.00pm

### **A job ad may be your one chance to connect with a perfect hire – so make your first impression count**

In an always-competitive employment market, your job ads are a key marketing tool to capture the attention of the very best candidates. However, too many job ads fail to cut through the noise and help their organisations stand out from the crowd.

In this session, Olivia and Jo will provide essential and practical tips to craft compelling job ads that are human, purpose-focused and targeted to reach your ideal candidates, including:

- How to identify your job ad's audience
- How to define your organisation's purpose, and why it matters in a job ad
- The simple formula to write a job ad that connects with your perfect hire



### AN ETHICAL CONFERENCE

Your conference bag has been sewn by volunteers using 100% recycled materials, through Boomerang Bags – a grassroots, community-driven movement tackling plastic pollution at its source. Find out more at [www.boomerangbags.org](http://www.boomerangbags.org)

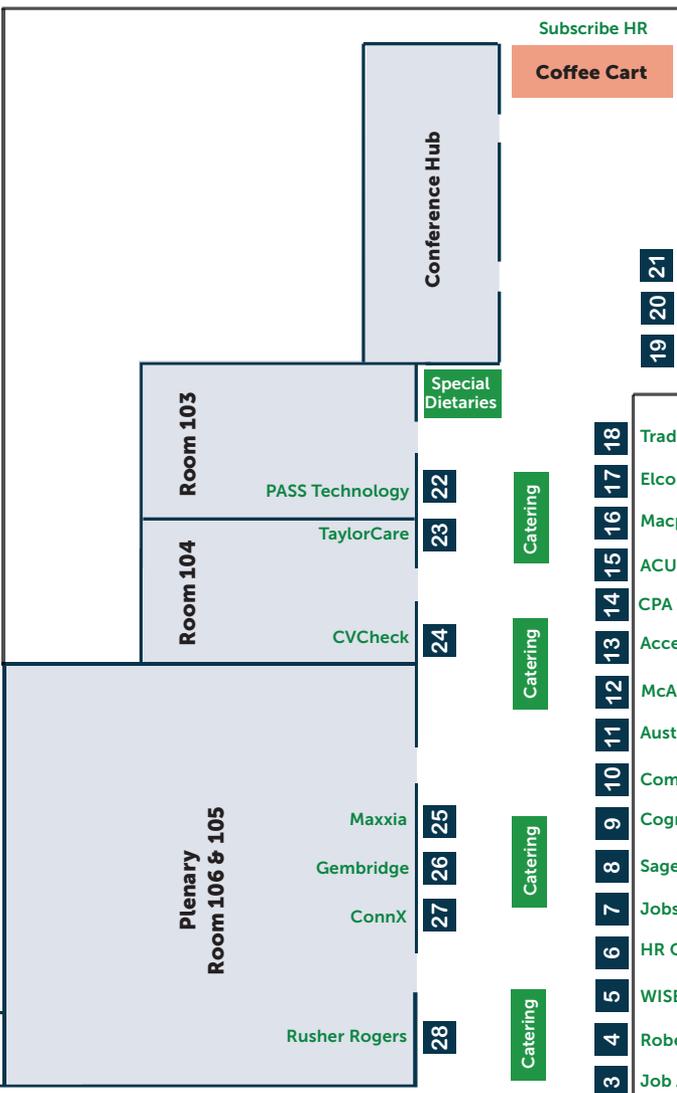
# Melbourne Convention Centre, Level 1 Foyer

Registration    Bags

Toilets  
this way ↑

Help Desk  
Staff Room  
Speaker Lounge

29 KLC Recruitment  
30 CrimCheck  
31 Johnson Recruitment  
32 Onsite Helper  
33 NGO Recruitment



PASS Technology  
TaylorCare  
CVCheck

Maxxia  
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Special Dietaries

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Catering

Catering

Catering

Catering

- 1 Ethicaljobs.com.au
- 2 ELMO Cloud HR & Payroll
- 3 Job Adder
- 4 Robert Half
- 5 WISE Workplace
- 6 HR Onboard
- 7 Jobs Australia
- 8 Sage Software
- 9 Cognology
- 10 Community Business Bureau
- 11 Australian Volunteers
- 12 McArthur
- 13 Access Pay
- 14 CPA Training Alliance
- 15 ACU Executive Education
- 16 Macpherson Kelley
- 17 Elcom Technology
- 18 Tradewind
- 19 Board Effect
- 20 Voice Project
- 21 Sugarman



# General Information

## On Social Media?

Join the discussion and share your conference learnings using the hashtag **#nfpp20**.

## Registration desk and name badges

The conference registration desk is open from 8.00am on both Monday and Tuesday. Please ensure you wear your lanyard at all times. Admission to all sessions and the networking function is by lanyard only.

The Help Desk, right next to the Registration Desk, will be available for the duration of the entire conference if you need any assistance.

## Catering and networking function

Morning tea, afternoon tea and lunch will be served in the Exhibition Hall, outside the conference rooms.

Please head over to The General Assembly – opposite the MCEC on the wharf – straight after the final session on Monday for our networking drinks. There will be free beer, wine and soft drinks, as well as delicious canapés and fantastic company!

There will be signage and staffing to assist you in getting there after the conference concludes.

We've chosen to serve a vegetarian menu on both days of the conference in order to minimise the conference's environmental footprint. In addition, any surplus conference food will be collected and distributed by the lovely folks at OzHarvest. If you indicated any dietary requirements when booking, please go to the 'special dietaries' catering table, outside Room 103.

## Freshly made coffee!

Barista-made coffee will be available each morning – simply head to the rear of the Exhibition Hall after registration!

Tea and brewed coffee and will also be available before the conference and during all breaks.

## Win an ethical hamper with "Exhibitor Bingo"

### Would you like to win a hamper full of ethical goodies?

In your conference bag you'll find your Exhibitor Bingo card. When you visit the exhibitors, just ask them to stamp your card.

When your card is full, pop it in the box at the registration desk before 1.15pm on Tuesday to enter the draw for a huge hamper full of ethical goodies!

We'll announce the winner at the end of the conference.

## Wi-Fi internet access

For free Wi-Fi access during the conference, create an account and log in to 'MCEC Free Wifi'. You'll need to provide an email address on login and accept terms and conditions to commence usage. Please note: You'll need to re-subscribe (free of charge) to the service after 2 hours, but downloads are unlimited.

## Image Releases

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## Disclaimer

EthicalJobs.com.au reserves the right to make changes to the conference program at any time as circumstances require. We will make every effort, but cannot guarantee, that all advertised speakers will be able to attend on the day.

# Join us for free Networking Drinks



**not  
for  
profit  
people**

*Conference 2020*

**Monday 24 February  
5.00pm**

On Monday evening at the conclusion of the final conference session, please join your fellow attendees for delicious – and free! – nibbles and drinks. It's the perfect time to meet peers and continue important conversations in a relaxed environment.



#### **Venue**

The General Assembly  
29 South Wharf Promenade,  
South Wharf

#### **Start time**

5.00pm

#### **How to get there**

Walk out of the Exhibition Centre towards South Wharf Promenade and continue onto Orrs Walk – it's approximately 50m outside the MCEC.

#### **Registration**

Please ensure you are wearing your lanyard when you arrive at the venue, as your lanyard grants you free drink tokens.

*See you there!*

# Gold Partners



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Submitted 11/03/2020  
Product Interactions Liaison @ Ondricka, Top and Emmertich  
ethel\_indra@ethicaljobs.com  
1 310 438 4022 x0865

**Alexandrina Probst**  
Submitted 11/03/2020

**Miss Miller Cornter**  
Submitted 11/03/2020

**Bernardo McKenzie**  
Submitted 11/03/2020

**Lydia Paucet Sr.**  
Submitted 11/03/2020

**Functional Resume Sample**  
Julia W. Smith  
2002 From: Hope, 707 Van Cotta, 413 8423  
jwsmith@ethicaljobs.com

**Career Summary**  
Five years experience in work disability development with a diverse background in the care of mental health patients and adults.

**Adult Care Experience**

- Delivered work placements for 150 special needs adult clients.
- Delivered client activities and events.
- Delivered case management and health care professionals in a monthly team.
- Delivered 100+ hours of training.

**Childrens Experience**

- Delivered service programs for 70 primary care clients and 100+ foster families.
- Delivered daily reports including planning for 400 clients.
- Delivered 100+ hours of training for the residential mental health care team.



# Partners

## Silver Partner



### Stand #4

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rebecca.david@officeteam.com.au  
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# Exhibitors

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**Stand #13**  
Brian Letchford  
Brian.letchford@smartgroup.com.au  
0488 992 535



**Stand #15**  
Jodie Beckmann  
Jodie.Beckmann@acu.edu.au  
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**Stand #11**  
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**Stand #19**  
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(02) 9373 9618



**Stand #9**  
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aaron.greeno@cognology.com.au  
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**Stand #10**  
Jo Swingler  
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1300 763 505



**Stand #27**  
Zane Knight  
sales@connx.com.au  
1300 266 694



# Exhibitors



**Training Alliance**  
Leaders in Disability Training

**Stand #14**

Victoria Houchin  
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0437 049 977



**Stand #30**

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**Stand #24**

Melinda Tyro  
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**Stand #17**

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Gembridge

**Stand #26**

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**Stand #6**

Kirsty Davis  
info@hronboard.me  
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**Stand #7**

Emma Hall and Brit Steers  
memberships@ja.com.au  
1800 331 915





**Stand #31**  
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**Stand #29**  
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**macpherson kelley.**

**Stand #16**  
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 (03) 8615 9922



**Stand #25**  
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 0499 044 804



**Stand #12**  
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**Stand #33**  
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**Stand #32**  
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# Exhibitors



## Stand #22

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## Stand #28

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(03) 9682 7044



## Stand #8

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0434 674 558



## Stand #21

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## Stand #23

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## Stand #18

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## Stand #5

Vince Scopelliti  
vscopelliti@wiseworkplace.com.au  
0412 389 913



## Stand #20

enquiries@voiceproject.com  
(02) 8875 2800



# Thank you

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