

The *Annual* Payroll Game Changer Conference

Thursday 16 & Friday 17 February 2017

Be quick for
an early bird
ticket!

*Using out of the box tools to create
payroll efficiency and compliance*



elephant[™]
better people | better business

The Annual Payroll Game Changer Conference

What's the conference all about?

We all know that paying people on time and accurately is the key to delivering payroll, but payroll can be about so much more than that!

In February 2015 Elephant ran the inaugural Payroll Game Changer Conference. People outside of payroll may think all payroll does is push a magic button, but we wanted to provide a conference for those who want to move to being a business partner, grow their payroll career and find ways to deliver payroll differently.

We had a fantastic response to the first conference and in 2016 we looked at the changes we are seeing in payroll as a result of the introduction of Workday, smaller companies being bought by large international organisations, the threat of outsourcing still looming and the greater need for compliance.

In 2017 we want to give you new ideas on how you create payroll efficiency and ensure you are meeting compliance standards. We will show you different ways to grow your skills and experience to be a Payroll Business Partner, as well as case studies, tools and techniques of how payroll can be delivered differently. If you want to change the game in how payroll is viewed and get some out of the box thinking - then we'd love to see you there!

What will you get from attending?

At the end of the conference you'll have the following:

- Different ideas on how to grow you and your team's payroll skills and experience - and how payroll can be better recognised as a profession.
- Real answers on how to deal with curly and complex Holidays Act issues.
- Tools and techniques on how you can manage your payroll more efficiently, influence and deliver more to be a business partner.
- Meeting other Payroll Managers to discuss issues and share learnings with!



Places are limited...
so book today!

Our 2016 panel - Gillian Service from Minter Ellison, Ruth Moody, Payroll Manager for Harvey Norman and Alan Reid, Labour Inspector | From 2015 Bobbie Hanlon & Melvyn Lucas from the Downer Payroll team.

Previous conferences:



What have previous attendees said?

I enjoyed the interactive nature of the conference, and I think the group size made a difference to this. Also great networking opportunities, I have already connected on Linked In with most of the participants.

I really enjoyed the whole experience, listening to all the different aspects of payroll that were on show was very interesting. The presentations were just the right length, particularly enjoyed the Leadership workshop.

Timing was perfect as not too long a day, speakers were great, actually a good size attendance, as too big you lose the atmosphere. Really enjoyed the opportunity to discuss payroll and talk to like minded payroll enthusiasts.

Enjoyed the discussion around curly issues we all face and the debate on where payroll should sit.

I really enjoyed the conference - I took a lot away of great value. I found it very interesting.

Probably one of the better conferences I have attended, thanks :)

A well worthwhile conference and I am sure more interest will be generated over the next 12 months.

DAY ONE Agenda

9am: Start

Morning sessions:

- Market Scan - what's happening with the payroll job market this year? How can you find good people for your team?
- Developing your skills to be a high impact Payroll Specialist - core techniques that can make a huge difference for your credibility and achievement.
- Using Lean Six Sigma principles to operate efficiently & get rid of paper!
- Case studies of payroll teams who have streamlined - what did they do, what's worked and what have they learned?

12.30pm - 1.15pm: Lunch

Afternoon sessions:

- Which payroll related cases have been through the Employment Relations Authority or Employment Courts and what can we learn from these?
- Preparing to be audited - what you need to know, what challenges or issues to expect and how to overcome these.
- Developing your payroll teams judgement to get the right outcome, so that you can take time off and know the right thing will be done while you're away!
- Software Suppliers - what you should be asking them to do for you.
- How you can change the game - and leverage your payroll data and processes and add serious value to the business

5pm: Drinks and nibbles

7pm: End of first day

DAY TWO Agenda

9am: Start

Morning session:

- Dealing with curly and complex Holiday Act issues - this session will deep dive into how to apply the Holidays Act correctly for complicated and unusual work patterns.
- We will have a panel of Employment Lawyers, Labour Inspectors and Senior Payroll people to give you some real answers!

12.15pm - 1pm: Lunch

Afternoon sessions:

- Getting Agile - managing multiple timelines and processing so you have time to be strategic and proactive. Agile has come out of the technology sector and you'll hear about how payroll and HR teams are using it to get things done in a whole new way.
- Working successful with HR and senior management teams - in this session you'll learn how to influence them to put payroll priorities first!
- Payroll Industry Standards - to finish the day we'll discuss the standards to setting out the correct way to complete payroll processing.

3.30pm: Conference finish

Some of our fabulous presenters:

Our presenters all have a passion for payroll and sharing practical tools, techniques and ideas. Some of the presenters you'll hear from in 2017 include:



**Lydia Baines,
HR Systems & Payroll
Manager, Turners &
Growers**

Lydia's payroll career has included roles atASUREQuality, Carter Holt Harvey and Bunnings. She will be speaking on how to manage and audit process and the outcomes.



**Gillian Service,
Partner,
Minter Ellison**

Gillian is an internationally recognised employment law specialist, with significant experience practicing in top tier law firms in Scotland, England and NZ. She will be covering the Holidays Act.



**Ian Johnson,
CEO,
TimeFiler**

Ian has almost 20 experience with payroll systems and has seen what works. He will discuss ideas on how you can leverage your payroll data and processes and add serious value to the business.



**Dan Teo, Agile Coach,
Assurity Consulting**

Dan is a specialist in Agile and Lean and uses these values and principles to help organisations build their competitive advantage. Recently he's been working with different payroll teams using the principles and he'll share these case studies with you.



**Leila O'Sullivan,
Payroll Specialist,
IAG**

Leila has worked in Payroll in NZ and Ireland. She will be sharing how IAG have recently worked through automation and what ideas you can use in your payroll team.



**Angela Atkins, People
& Learning Director,
Elephant**

Angela is the best selling author of Management Bites and Employment Bites. She will be conference MC.

**Our other presenters
details will be on the
Elephant website.**

The Annual Payroll Game Changer Conference

All the details

Our Platinum Sponsor

Date & times

Thursday 14 and Friday 15 February 2017.

Conference starts at 9am on both days with tea and coffee available from 8.30am.

Registration on Day 1 is from 8.15am.

The conference finishes at 3.30pm on Day 2 to allow people time to travel home.

Tickets options

Early Bird tickets (20 available): \$595 + GST.
General Attendance \$795 + GST.

Bulk Discounts: Book 2 people and save 10%.
Book 3 people and save 25% per person.

Add an 'Out of Town' package for \$150 + GST which includes accomodation and food.

One Day Tickets: If you're in a sole charge role or can't get away for 2 days, one day tickets are available for \$295 + GST.

Corporate Tickets: share between 3 people in one company. Any of the 3 people can attend each session of the conference so you can mix and match! Full price \$895 + GST.

LinkedIn

So that you can meet up 'virtually' with others coming to the conference, check out our LinkedIn group where we share articles and information!

Venue

Parnell Rose Park Hotel

92-102 Gladstone Road, Parnell

This is opposite the Rose Gardens and a few minutes walk away from Parnell Rise with some fantastic eateries for those wanting to head out for dinner afterwards.

There is free parking at the Hotel.



We are delighted to announce TimeFiler as the Payroll Game Changer Conference Platinum Sponsor for 2017 - supporting and helping bring the conference to you!



Your payroll holds some of the company's most valuable data.

Join our 'How you can change the game' discussion on day one, and find out how you can leverage payroll data and processes to help your business apply the 2016 Work Safe legislation, productivity reporting, labour costing and more.

About TimeFiler: TimeFiler is a web application used to roster, plan leave and capture employee work records for hundreds of companies throughout New Zealand and Australia, integrated into payroll, HR and finance applications.

For more information make sure you visit www.timefiler.com

For more visit www.elephanttraining.co.nz

Articles from the conference blog:

Payroll is just pushing a button, right?

By Angela Atkins, posted in February 2015 - after attending the first Payroll Game Changer Conference.

I had some trepidation about attending my first payroll conference. My passion is about transforming HR after all. But last year, when Anna Sefuiva joined the Elephant team, she convinced me that payroll wants to transform too. That payroll wants to be recognised for the value it adds. That payroll wants to be a strategic business partner. And that if we ran a conference about this - there would be lots of payroll people who want to be part of it.

In the end we had 40 people attend. Not quite as many as hoped, but every change has to start with the innovators and early adopters - and bring the others on board. Change is scary for many and trying to transform HR has created an enormous split in those who want to keep doing what they are doing, and those that want to reinvent HR.

I'm pleased to say that I was absolutely blown away by the conference. I've worked with some great payroll people but I admit I was still thinking of payroll as mainly transactional. Even by mid-morning on Thursday my perceptions and assumptions were rapidly changing!

On Thursday evening I participated in the #nzlead discussion on Twitter. I made the comment that the payroll team at Coca-Cola do surveys to measure the value they add. How many HR teams do that? I instantly had replies from 3 forward thinking HR people who all said that payroll couldn't add value - they just processed pay.

I'm here to tell you - no, they don't!

I have a new found respect for what the game changers of payroll are trying to do.

I was really inspired by the presenters and the discussions with attendees. The 2 days for me really exploded the 'payroll just press a button' myth. I can now see how payroll can be business partners, can add value and how payroll can be a fantastic career.

How can payroll change the game?

Over the next few months I'm going to ask those that presented to write up what they spoke about this blog. However to give you a flavour, here are some of the key things I took away about how payroll can change the game:

- Lisa Bell from Frontier Software talked about outsourcing vs insourcing and global trends. She said that to be strategic, payroll needed to focus on rightsourcing to resource their function the most effectively. I could see this applying to HR too.

- Angela Cameron from Consult Recruitment talked about building payroll talent pools. She questioned why payroll wasn't included placement in grad programmes and how we need to start selecting for the industry - not on experience, but on the whole person.

- Cody Forde from Coca-Cola talked about making sure you develop yourself and your team first, then run sessions for your managers and measure the value that payroll adds. I loved his quote 'a manager who doesn't have a succession plan for their own role is putting the company at risk'.

- Leila O'Sullivan and Melvyn Lucas talked about how hard it is to get into payroll and the misconceptions out there. Both these issues need addressing if payroll is to be recognised as the specialist function it is.

- After lunch we talked curly payroll issues. Chris Hogg from LangtonHudsonButcher and Janine Cooksley from Westpac adeptly handed the myriad of questions and issues thrown at them & it was clear that the level of knowledge needed of employment and case law is immense.

From the conference blog:

Continued from last page

- Eugene Harvey from HRIT and Chris Casanelia from BNZ talked metrics and HR technology. Payroll can add real value in both these areas by advising the business and utilising the next generation of technology tools.

- The payroll debate was fantastic with cases made for why payroll should sit in finance (Louise Peters from Downer talked about the function and personality style matching) or in HR (Pene Barton from Chorus got very passionate about what the Chorus HR & payroll teams have achieved together). But Susanne Carter from Fulton Hogan won the day with her arguments about payroll needing to be its own entity. In the discussion that followed, it was raised that in the 80's Personnel and Payroll were equal before Personnel reinvented itself as HR and became the juggernaut it is today. Why did payroll get left behind?

- Nikki Luli from Croxley shared how she works with her payroll advisor to provide business advice to the management team including payroll updates and lunch time sessions.

Our case studies cemented a lot of the ideas discussed about using information not data, planning what you want to achieve and partnering with the business to give broad range advice.

What next?

I suspect that many payroll and HR people out there still see payroll as a transactional button pressing department. Those that attended the conference are going to try to start discussions to change that and at Elephant we'll be working on ways to involve the HR community in this too.

Because let me tell you, payroll is much more than pushing a button!



From the conference blog:

Who's working in Payroll & what are they using?

As part of the Payroll Game Changer earlier this year, we ran a survey on who was working in payroll and what they were using. Here's what we found from the 19 organisations and 36 people who participated in the survey.

Where is payroll based?

63% of companies have their payroll team as part of HR. Yet we know from hundreds of discussions with payroll and HR people, that the two don't often work well together. This is a real shame as payroll have hoardes of data at their fingertips that could help HR with analytics, and often HR teams don't enjoy the number crunching which payroll do. In larger HR teams we're seeing that the HRIS function is a bridge between to two, and is creating new career paths!

Who is working in payroll?

We found that 92% of payroll people in the survey are women. We believe this is an even higher ratio than HR. There is a good spread of people across the ages, except younger people coming into payroll. Is it being discussed at university as a career choice? Are there other things that Payroll could do to attract people? One organisation advertises for Filing Clerks, then asks the person to have a go at payroll - effectively tricking them into it! Once we've changed the game in payroll, then this issue should stop and people will be keener to apply for payroll roles, rather than filing.

How long have you worked in payroll?

This was a fascinating answer, with 59% having worked in payroll more than 10 years, and 19% more than 5 years. No-one completing the survey had worked in payroll for less than 2 years, which reinforces no-one new is coming into the industry.

What qualification do you have?

30% have a university degree, 11% had a diploma and 60% had other qualifications. This was an area discussed at the conference as needing to be addressed so Payroll people have clear qualifications going forward. The good news is that the Association of People Professionals (www.appnz.org.nz) is going to be working on a Professional Associate and Chartered standards for HR, Payroll, L&D and Talent.

What payroll system do you use?

While cloud HR systems are on the increase, payroll people had concerns about security issues for having pay information in the cloud. 76% of the organisations completing the survey use an in house system, with only 8% using cloud systems. Of the systems used they were: 11 used Chris21, 8 used Payglobal, 5 SAP, 5 JDE, 3 Preceda, 2 used PeopleSoft and 2 used Datacom.

So what next?

The key issues from this is that payroll is not attracting newer or younger people and this needs to change. This may be linked to having some different qualifications and training available as well as more information on career paths. Some of the presenters at the Conference are now involved in the Association of People Professionals, and are working to change this! See more about that on the next page of this brochure.

The Annual Payroll Game Changer Conference

Who is the conference brought to you by?



elephantTM
better people | better business

*We're the people who look after
the people who look after the people.*

Elephant was founded in New Zealand in 2006. Over the last 8 years Elephant has helped thousands of HR people and managers put great HR and management into their businesses through our HR conferences, training, webinars and Management Bites training programme.

In 2015 we also started the Payroll Game Changer conference to provide a forum for people who want to transform payroll.

In 2016 Elephant has gone global, launching the HR Advisors Conference and Management Bites programme in the UK.

Visit www.elephantraining.co.nz or
www.elephantglobal.co.uk

You may also be interested in:



The Association of People Professionals (APPNZ) represents people who work in the HR, Payroll, Learning and Talent professions in New Zealand.

If you are interested in a payroll career or already working in payroll, APPNZ provides a number of resources and tools for you.

To download the [free Payroll Career Guide](#) or for more information visit

www.appnz.org.nz



The Annual

Payroll Game Changer Conference

Registration Form

To register for the conference, please complete the registration form below, scan and email to: team@elephanthr.co.nz or post to us. Alternatively complete our online registration form at www.elephantraining.co.nz.

Name: _____ Job Title: _____

Company Name: _____

Company Address: _____

Your email: _____

DDI/landline: _____ Mobile: _____

Any dietary requirements: _____

Networking Drinks (please tick one): Yes I will stay No I need to head off

Pricing option (please tick which-ever apply):

Early Bird Ticket General Attendance Out of Town package

Register 2 & save 10% Register 3+ & save 20%

One Day Ticket (Day 1 or Day 2) Corporate Ticket

Payment method (please tick one):

Invoice my company Invoice me personally

Elephant Group reserves the right to amend the conference at any time if required. The up to date programme will be posted on the website. **Once we've received your registration, we will send you a confirmation pack and a payment link. If you are unable to attend and written notification is received by us 3 weeks in advance, you will receive a refund less a \$100 cancellation fee. After that, no refunds will be issued. You can substitute your attendance with someone else up to 3 days before the conference.**

Elephant Group

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