

MPOWER Forum Event: Strategic Employment Relationships

Enabling the ability to work together to build better employment relationships with our workforces and why this is strategically important

This Event's Significance

Better employment relationships are a major factor in promoting an organisation's workplace environment, where the employees are working together successfully to achieve its goals. Through better employment relationship management, business organisations can develop their reputations as 'preferred employers' and increase their abilities to attract and retain high quality, and high performing employees.

Key parties that influence the employment relationship:

Internal (within business)	External (outside business)
<ul style="list-style-type: none"> • Board / governance • CEO / GM • Senior Management Team (SMT) • HR / OD / ER Department • Staff 	<ul style="list-style-type: none"> • Central Government • Local Government • Educational Institutes • Unions • Employer Organisations (<i>such as Business Central, Vision Manawatu, Chamber of Commerce</i>) • Professional Organisations (<i>such as HRINZ, ICAANZ, NZID, and their local branches</i>)

Good relationships within and between each of these groups are essential to better employment relationship management overall.

Event Venue, Date and Time

The Russell Room, Wharerata, Massey University, Manawatu Campus, Tennant Drive, Palmerston North.

Friday 21 February 2014
10.00 am – 1.00 pm

Event Organisers

A small group consisting of MPOWER board members Paul Toulson, Barry Foster, and Beth Tootell (Massey University), and Sharon Grant (Horizons) have planned and organised this event.

Key Objective of this Event

The key objective of this forum is to *discuss how organisations can enhance their strategic growth through better employment relationships gained through collaboration with trade unions and non-union staff*. This will include:

- discussing the importance of good employment relationships in the context of taking the business into the future / driving business strategy;
- case examples of where the relationship is currently working well; and
- identifying opportunities for improvement.

To achieve these objectives we are drawing from the experience and views from key elements in two public sector organisations in that have number of similarities in their roles, workforces, and presence in the Manawatu region.

Audience

- local HR practitioners;
local union representatives;
- other managers / business owners with an interest in Union / employer relationships;
- business / HR and ER students; and
- academic staff.

Anticipated Event Outcomes

The anticipated outcomes of this event are:

- to leverage expertise within our region with respect to better employment relationships;
- to foster further research opportunities and build more effective collaborations in this area of HR/ER activity;
- to build sustained relationships between the university and the local community it serves with respect to HR/ER activities; and,
- to promote discussion and information exchange on developing better employment relationship management at a practical level.

Event Speaker Panel

Brief presentations from each panel member will be followed by a facilitated, open forum discussion and questions. The event panel is as follows:

- **Two organisation chief executives:** Steve Maharey (Massey University) and Michael McCartney (Horizons Regional Council).

Both speakers will present their vision and requirements for their organisations to build employment relationships through improved employment relationship management, so

that their organisations can develop reputations as preferred employers in New Zealand to improve the ability to attract and retain employees of high ability and motivation to promote and achieve their strategic goals. This will include their views on the role of union organisations, and union and non-union staff / opportunities for increased collaboration with Unions.

- **Two HR / ER managers:** Fiona McMorran (Massey University) and Sharon Grant (Horizons Regional Council).

Both speakers will present their viewpoints on how relationships with unions / non-union staff currently work within their organisation. They will outline success stories / opportunities for improvement, as well as links to using better employment relationships to move the business forward (e.g. increased staff engagement / productivity).

- **Two Union Organisers:** Lawrence O'Halloran (TEU) and Kerry Davies (PSA Assistant Sec).

Both will provide union perspectives on the quality of employment relationships overall and how this can contribute to business growth / success. They will give examples of what is currently working well at Massey / Horizons, and perceived opportunities for the future.

Event Chair

The event will be chaired by Richard Rudman. Richard Rudman is a consultant and author in human resources management and employment relations. His books include Human Resources Management in New Zealand (now a standard tertiary text) and the annual New Zealand Employment Law Guide (a plain language guide to a complex field of law). He also writes online material for CCH New Zealand and Australia.

Event Format

The timings below are reasonably flexible within the three hour span of the programme:

10.00 am	Arrival and coffee / morning tea.
10.15 am	Maori welcome- Jason Mika Welcome to event Paul Toulson Overview of MPOWER- Jim Arrowsmith Introducing panel- Paul Toulson
10.30 am	Panel presentations (10 minutes each).
11.30 am	Questions from floor / open forum with panel. Facilitator Richard Rudman
12.00 pm	Summary of Key Issues raised and commitments for moving ahead.
12.30 pm	Thank you to speakers Light lunch provided

An electronic RSVP form will be developed to capture attendee's details for the event. This also provides an opportunity to gather questions that attendees may like to discuss during the facilitated session.

RSVP form: <https://masseyuni.wufoo.eu/forms/mpower-forum-strategic-employment-relationships/>