



Dr Jon Whittle

Director, CSIRO's Data61

Jon Whittle is Director of CSIRO's Data61, the digital and data science arm of Australia's national science agency. With around 800 staff and affiliates, Data61 is one of the largest collections of R&D expertise in Artificial Intelligence and Data Science in the world.

Data61 partners with over 200 industry and government organisations, over 30 Universities, and works across vertical sectors in manufacturing, health, agriculture, and the environment.

Prior to joining Data61, Jon was Dean of the Faculty of Information Technology at Monash University, the largest university in Australia.

He was named CEO Magazine's 2019 Education Executive of the Year. Jon is also a former Technical Area Lead at NASA, where he worked on software for NASA space missions.

Jon is also host of CSIRO's Everyday AI podcast, which provides a gentle introduction to AI and cuts through much of the hype surrounding this emerging technology.

Keynote Address: AI and the Future of Work

Artificial Intelligence has already transformed many industries and parts of society. As we stand on the cusp of even more fantastical AI developments, how will AI shape how we work in the future? Will it supercharge productivity? Will it lead to loss of jobs? And what will the nature of work look like ten years from now?

Learning Outcomes

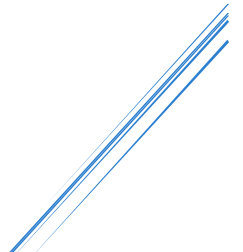
Attendees will learn how to cut through the hype of artificial intelligence.

Learn what AI really is – and what it isn't.

Learn what it can – and what it cannot do.

See first-hand examples of where AI is transforming work. And learn about its potential impact on productivity.

Learn to make your own judgements about AI developments, based on sound analysis of what is and isn't possible, and concrete examples of what AI can do, not hyperbole.





Keynote Address: Protecting the wellbeing of future generations - lessons from Wales

In 2016 Wales became the first country in the world to pass a law aimed at protecting the wellbeing of future generations. The law not only puts legal duties on the government and other public bodies in Wales to think and act for the long term and take a joined up and preventative approach to policy making but also establishes an independent Future Generations Commissioner to hold them to account.

Sophie Howe was the first Future Generations Commissioner for Wales and indeed the world and she will share the lessons learnt in driving what she describes as the biggest organisational culture change programme a country has ever seen.

Sophie Howe

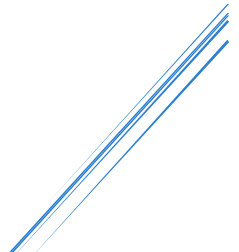
Sustainability Futures and Wellbeing Adviser, the first Future Generations Commissioner for Wales

Described by The Guardian as ‘the World’s First Minister for the Unborn’ for the last seven years Sophie Howe was the first Future Generations Commissioner for Wales, the only role of its kind in the world.

She held the Government to account on how their decisions affect future generations, securing policy transformation on climate, education and social justice and influencing other countries to follow suit including advising on governance for future generations at UN level.

Named at number 5 in the BBC Women’s Power List and as leading a Welsh plot to save the world, she is one of the UK’s Top 100 Changemakers, a Global Ambassador for the Wellbeing Economic Alliance and Anticipatory Governance Adviser with the School of International Futures.

Known for a being a straight talking and inspirational advocate for those yet to be born, she is working globally to inspire other countries to adopt future generations legislation and support policy makers, progressive corporates, and NGOs to help them to develop sustainability and wellbeing strategies based on future generations thinking.





Professor Dr Filip Lievens

Lee Kong Chian Professor of Human Resources at Singapore Management University & Lee Kong Chian School of Business, Singapore

Filip Lievens is Lee Kong Chian Professor of Human Resources at the Lee Kong Chian School of Business of Singapore Management University. He is also an Honorary Professor at University of Cape Town and visiting professor at Ghent University.

Professor Lievens studies talent acquisition and talent assessment in organizations. He is a frontrunner in exploring innovative talent assessment approaches, with an emphasis on helping organizations to assess adaptability.

Professor Lievens is ranked in the top 1% of the World's Scientists in Business and Management. He is one of the most published authors in IO psychology, with 49 publications in Journal of Applied Psychology. His research has been cited over 29,000 times and featured in The New York Times, Wall Street Journal, and Harvard Business Review.

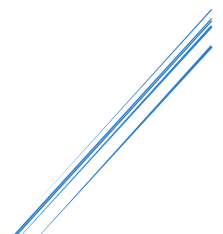
Filip Lievens is a fellow of the Society for Industrial and Organizational Psychology (SIOP), American Psychological Association (APA), Association for Psychological Science (APS), and International Association of Applied Psychology (IAAP).

His research has been honored multiple times with several awards such as SIOP's Distinguished Early Career Award, Career Award for Distinguished Scientific Contributions to Psychological Assessment, Scholarly Achievement Award of AoM, Best Paper at AoM, Jeanneret Award for Excellence in the Study of Individual Assessment, and many

Keynote Address: Talent Assessment in the 21st Century: Progress and Challenges

Talent assessment has always been a key area in IO Psychology because it is foundational to organisational success. Therefore, an impressive body of scientific evidence has been gathered to optimize assessment and selection approaches in terms of validity, diversity, and candidate experience. In recent years, however, various developments have challenged the traditional face of selection and assessment. As one example, technological advancements such as AI have made strong inroads. In addition, the world of work has substantially changed, with a stronger focus on agility and project-based work.

In this keynote, Professor Lievens will start by presenting his recent award-winning meta-analytic work on the predictive power of the most common assessment and selection approaches. Next, he will tap on his experience with research teams around the globe to present studies that illustrate how organizations can deal with some of the future talent assessment challenges.





Professor Marylène Gagné
Future of Work Institute | Curtin
University

Marylène Gagné is a John Curtin Distinguished Professor at the Future of Work Institute, Curtin University. Her research examines how organisations, through their structures, cultures, rewards, tasks, and management, affect people’s motivational orientations towards their work, including volunteer work, and how quality of motivation influences performance and well-being in the workplace.

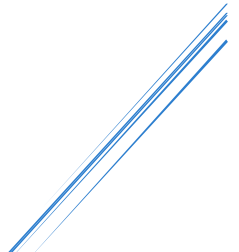
She is a Fellow of the Society for Industrial and Organizational Psychology and of the Academy of Social Sciences Australia. She is associate editor for the journal *Motivation and Emotion*, and past associate editor at the *European Journal of Work and Organizational Psychology*.

Keynote Address: The future of compensation from a motivational perspective

Compensation motivates workers, but why and how? I will unpack recent research using self-determination theory to provide an understanding of how different compensation characteristics influence work motivation, performance, and well-being. This new research is likely to shift how organisational psychologists and HR specialists use compensation as a motivational lever.

Learning Outcomes

- Learn new insights on the role of compensation in motivating workers.
- Design compensation differently.





Professor Michael Leiter Acadia University

Jon Professor Michael P. Leiter has focused his research on job burnout throughout his career in Canada, the UK, the USA, and Australia.

At Acadia University he held the Canada Research Chair in Occupational Health and Wellbeing and at Deakin University he was Professor of Organisational Psychology.

He has conducted numerous research projects in organisational psychology, much of it in the healthcare sector. His collaborations, most notably with Professor Christina Maslach of University of California, Berkeley, have produced definitive publications including *The Truth About Burnout* and *The Burnout Challenge*.

While at Deakin University, he partnered with the Steople consultancy to implement *Strengthening a Culture of Respect and Engagement* as a workgroup intervention to improve civility and reduce burnout. He currently works as a consultant to workplaces on challenges pertaining to burnout, work engagement, and the quality of collegial relationships.

Keynote Address: Burnout as a Relationship Crisis

While there has been progress in helping people to better tolerate stressful workplaces, there has been too little progress creating, implementing, and evaluating methods for improving workplaces. Framing burnout as a crisis in relationships of people with their workplaces shifts the focus from managing inevitable stress reactions to resolving mismatches. Workload is an area with a great potential for mismatches with fuzzy boundaries between work and personal lives as well as greater ambiguity in evaluating productivity. Additionally, workplaces may be misaligned with the core psychological motives people bring to their careers. For example, poor workgroup cultures are mismatched with belonging. Micromanagement is mismatched with autonomy. Sparse appreciation or recognition is mismatched with efficacy. Contemporary workplaces are characterized by diversity across a variety of indicators, reducing the possibility that consensus on core values goes without saying. Individual careers are more value driven than previous generations, yet few workplaces have developed the capacity to accommodate this quality of their workforces. The full burnout syndrome goes far beyond feeling overextended from too much to do with too few resources. It is driven as well by mismatches on control, recognition, community, justices, and values. As a relationship problem, burnout calls for relationship solutions.

Learning Outcomes

- Distinguish burnout from one-dimensional states, such as being overextended.
- Identify the advantages of workgroup interventions over individual interventions in addressing burnout.
- Identify potential mismatches between people and their workplaces that may contribute to job burnout.