



**Partnering with HRMinds
FY23/24
Corporate Partner
Prospectus**

HRMinds

About HRMinds

The idea of formalising a network for HR professionals working in the legal sector began around the time of the launch of negotiations involved with an industrial award covering employees in the legal sector.

A group of 15 law firms pooled resources to provide an employer and HR perspective on the draft Award. While contributing their time and energy to the Award process, the HR professionals involved benefited from getting to know each other and sharing ideas.

Discussions were held about how to set up a network that would assist with the support and ongoing development for HR professionals in the legal sector. From these discussions, the idea for a formal association was raised.



Alison Beazley
Head of HR - Disputes, EPI & CRT, Australia
Herbert Smith Freehills

I enjoy being a part of HRMinds; it has helped me connect and network with likeminded HR professionals in the legal industry. One thing I like about HRMinds is their commitment to ongoing professional development that is relevant to HR practitioners in the legal industry. I would recommend this association to all HR professionals working within law firms to help build their networks and who might be looking for targeted professional development that is relevant to their day-to-day work.

The “foundation council” was a group of HR professionals giving their time to develop and guide the establishment of an association. The name HRMinds was chosen and the association was launched in May 2012.

Since that time, HRMinds has built up to a network of over 500 members from more than 52 firms in Sydney and Melbourne for face-to-face and on-line events extending the presence to other capital cities through Australia.

HRMinds also has an opted-in email distribution list of over 500 HR professionals in the legal industry.

Since its inception in 2012, HRMinds has become the leading association for HR professionals from graduate to director, within the Australian legal sector.

We are committed to meeting the needs of members through:

- access to networking opportunities to connect with colleagues, HR professionals, and industry specialists and leaders;
- development opportunities that enhance their professional skillset and leadership toolkit;
- invitations to all events per year and, one social networking event;
- members-only access to our LinkedIn Group discussions; and
- opportunities to get involved in special interest committees that build the legal profession.

To be eligible for membership, applicants must be currently working in a Human Resources role within the Asia Pacific legal industry or combined roles where the ‘office manager’ or ‘practice manager’ role includes responsibility for the human resources functions.

Partner with HRMinds

HRMinds is an actively run membership organisation and welcomes the opportunity to partner with like-minded corporate sponsors who want to reach and add value to the HR community in the legal sector.

We highly value the support of our current Corporate Partners: Centre for Corporate Health and Mercer and actively promote them and their services to our professional community.

We are always looking for new Corporate Partners with whom we can work to provide greater value to our members and make a real contribution to HR practice in the law.

As we offer a range of events throughout the year this is a good platform for sponsors to network with attendees, all of whom are relevant and active in the HR space. These events focus on relevant topics within the HR and legal profession, presented by engaging specialists and guest speakers, and as are such a great forum for sponsors to reach their target audience.

Partnership benefits include:

- attendance at seminars throughout the year that focus on relevant topics within the HR and legal professions, presented by engaging specialists and guest speakers.
- the opportunity to engage and connect with HR professionals associated with Asia Pacific based Professional Services firms;
- be recognised favorably as a supporter of a growing and active membership driven organisation;
- engage, influence and connect directly with your target market;
- positively position yourself in relation to your competitors;
- gain insights and valuable feedback to improve your own organisational awareness and services;
- align your organisation with the only HR organisation of its kind;
- increase your brand awareness in this industry sector including liaising with opinion shapers and representatives of this peak body;
- be able to act on and develop key relationships with other sponsors who are in different business lines to your organisation; and
- increase awareness and exposure of your brand and capitalise on the business development opportunities that this organisation can provide.



Odile Shepherd
People + Culture Director
Wotton + Kearney

As the only resource for HR practitioners in the legal space, HRMinds has provided my team and me with tremendous personal and professional value: it has opened our minds to new ways of thinking, offered thought-provoking insight into how to navigate the unique and hairy challenges associated with HR in the legal world, and introduced us to leading organisations who we are now partnering with to deal with those challenges.

Topics | Past & Future

- How your workplace should be addressing psychological risks through uncertainty
- Pride in Diversity
- Employment Law Update
- Navigating an unexpected crisis
- Workplace Investigations
- Post-COVID working: What becomes of the office?
- 10 Key coaching principles for law firms
- Powering up your Employee experience with people analytics
- Creating mentally healthy law firms



Our seminars allow for attendance both in person and online.

The introduction of an online delivery platform during the pandemic lockdown period allows us to attract a much larger audience beyond our traditional Sydney and Melbourne markets, typically 70 to 100 each session.

Having an in-person presence ensures we continue to offer valuable networking opportunities to our members and sponsors.

Nick Grant
Director of Human Resources, Australia
K&L Gates

I thoroughly enjoy being part of HRMinds. The calendar of seminar events is always full of interesting topics – from technical aspects of employment law to dealing with human behaviours. We are fortunate to have enthusiastic members who are eager to hear from experts about best practice as well as emerging trends. Possibly of even greater value is the networking opportunities provided by HRMinds membership. I appreciate the ability to swap stories and bounce ideas around with professionals from other firms, while also keeping up with news and developments in our profession.

Investment

Opportunity	Gold Partnership	Platinum Partnership
Seminar series		
<ul style="list-style-type: none"> Invitations for up to two guests Invitation to speak at a seminar on a topic agreed upon with HRM 	Three seminars in a year	All seminars in a calendar year
Networking events		
<ul style="list-style-type: none"> Members-only end of year lunch Corporate Partners' lunch with the HRMinds Board and HR Leaders from member firms 	Yes No	Yes Yes
Publications		
<ul style="list-style-type: none"> Articles posted on the HRMinds website and shared with the LinkedIn group members 	Up to Two articles per Partnership year	Up to Four articles per Partnership year
Advertising		
<ul style="list-style-type: none"> Corporate logo on all invitations and materials for HRMinds events Corporate logo on our membership website, including a direct link to their company website Company banner displayed at chosen seminar events (both in Melbourne and Sydney) at live events or Zoom banner Use of the HRMinds logo on corporate communications Opportunity to speak at the introduction of seminars with relevant market content update 	Yes Yes Three events Yes No	Yes Yes All events Yes Yes
Cost for one year 2023/2024	\$5,500	\$11,000
Cost for two years 2022/2023 and 2023/2024	\$9,900	\$20,000

Industry exclusivity

HRMinds will offer service provider exclusivity to Platinum Corporate Supporters only. For example, should a HR Recruitment Firm take up Platinum Sponsorship, no other sponsor level will be available for a HR Recruitment Firm.

GST – All process are quotes inclusive of 10% GST

Terms & Conditions

Where one party is unable to carry out its obligations under this agreement due to circumstances beyond its control or which it could not have prevented, those obligations are suspended whilst those circumstances continue, provided the other party is notified and the first party uses its best endeavours to overcome the circumstances preventing its obligations from being carried out.

In the event of a dispute arising that the parties themselves cannot resolve, the parties agree to refer the matter to an independent arbitrator appointed by mutual agreement. If the parties cannot agree on an arbitrator, or both parties do not agree with the decision of the arbitrator appointed, the agreement may be terminated in the following manner:

- a) If the breach is one that can be rectified, then the non-breaching party can request in writing that the breach be rectified in 14 days. If the breach is not rectified within that time, the non-breaching party may terminate the Agreement immediately.
- b) If the breach is one that cannot be rectified, the non-breaching party may terminate the Agreement by giving 14 days written notice of their intention to terminate.
- c) If either party goes into liquidation, is wound up, dissolved (except for the purpose of reconstruction or amalgamation), enters into a scheme of arrangement or is placed under official management or in receivership, the other party may terminate the Agreement by giving 14 days written notice of their intention to terminate under the clause.
- e) In the event of a termination under this Agreement, each party's rights and liabilities will cease immediately but the termination shall not affect a party's rights arising out of a breach of this agreement by the other party.

Confidentiality

HRMinds and Corporate Partner representatives are to keep confidential and not disclose to any person the terms of the agreement or any of the business or affairs of the other party except where disclosure is necessary for the performance of this agreement or as required by law.

Corporate Partnership arrangement

An indication of an interest to participate in Corporate Partnership is an invitation to treat and not a binding contractual commitment.

HRMinds reserves the right to accept or reject any offer of Corporate Partnership. In determining Corporate Partnership offers the following guidelines will be adopted:

- 1) It is the policy of HRMinds not to grant exclusivity to any particular sponsor or to a sponsor in a particular industry. We see it as beneficial to the members of HRMinds to have the opportunity to compare products and services available in the legal industry services market. In the case of Platinum Sponsorship, undertakings are given not to allow direct competitors to co-sponsor an event.
- 2) The entitlements set out under each of the Corporate Partnership proposals constitute the total commitment by HRMinds to Corporate Partners. Any additional requirements may incur additional charges.
- 3) All prices are quoted inclusive of GST (unless otherwise stated). HRMinds is registered for GST purposes.
- 4) In the event of non-payment of any moneys due pursuant to the agreement or in the event of the breach of any condition on the part of any sponsor to be observed then all moneys paid hereunder will be absolutely forfeited and the sponsor will have no right to participate in the Corporate Partnership event and no claim against HRMinds. In the event of forfeiture for any reason the sponsor will not be released from any liability arising from the Corporate Partnership.
- 5) HRMinds is not responsible for any loss or damage to or arising from any product exhibited, signage or other promotional material used in association with the Corporate Partnership.
- 6) As a general rule payment of Corporate Partnership must be received in full 90 days prior to the event date.
- 7) HRMinds reserves the right to cancel or postpone any specified event. In the case of cancellation, HRMinds will not be liable to the sponsor for any loss or inconvenience. In the case of cancellation HRMinds will offer the sponsor the choice of sponsoring a future event or a refund of Corporate Partnership.
- 8) Representatives of sponsor organisations are limited to attending events which are specific to their Corporate Partnership unless directly invited by the HRMinds executive committee to attend other events as guests. Such an invitation does not confer any rights or benefits on the guests in relation to the event or affect the rights or benefits that accrue to the actual event partner/s.

HRMinds Corporate Partner Sponsorship Agreement

This document outlines the agreed terms and conditions for the Corporate Sponsorship Agreement between the Sponsor and HRMinds, commencing 1 July 2023 for the duration of (please tick):

DURATION

12 months (1-year commitment)

24 months (2-year commitment)

SPONSORSHIP LEVEL

GOLD

PLATINUM

SPONSOR DETAILS

Company Name: _____

Primary Contact: _____

ABN: _____

Address: _____

Address: _____

Telephone: _____

E-mail: _____

Signature: _____

Date: _____

HRMinds DETAILS

Name: HRMinds Limited

Primary Contact:

ABN: 32 158 441 153

Address: PO Box 5044

Address: Alexandra Hills QLD 4161

Signature: _____

Date: _____



To find out more about the benefits of partnering with HRMinds, or to apply to be a Corporate Partner, please contact Jenny Watson, HRMinds National Secretariat.

T: 61 3 9005 1912 | E: jenny@hrminds.org | W: www.hrminds.org