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International Business Review Presents:

4th Annual People and Culture 2025 The Future of People Culture, HR, Organisational Change, and Capabilities 2025 Conference

23-24 October 2025, Sydney Central Hotel

"Where people drive change and culture shapes the future"

Early Invited Speaker Includes:



Lauren Hvala

Manager, Organisational Development,
Culture and People Experience,
Melbourne Water



Courtney Pond

Group Inclusion &
Diversity Manager, The NRMA



Amalia Chilianis

People and Change
Executive, Lottery Corporation



Rachel Banks

Chief People Officer,
FleetPartners



Keara Byrne

Head of Leadership and
Org Development, Arriba Group



Melanie Shaw

Chief People and Culture Officer,
AXE Group



Michal Rybalov

Head of People and Culture,
FGB Natural Products



Ann McGrath

Manager People and Performance,
Golden Plains Shire Council



Shakeel Lala

Director of People and Culture,
Good Data Institute



Caroline Atia

Head of People and Culture,
Coloplast



Michelle Fichmann

Organisational Development,
Ramsay Health



Lorraine Salloum

CEO, Ability Advocates Australia



Malika Kirshnadasan

Head of Learning and Organisational
Development, UTS



Gary Hegarty

General Manager Organisational
Development, GrainCorp



Rachelle Towart OAM

Managing Director,
Pipeline Talent



Vinod Bhatt

Organisational Design Specialist,
Westpac



Tanzil Rashid

Head of Culture and Capability,
YMCA Victoria



Lauren Ryder

CEO, Leading Edge Global



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Where people drive change and culture shapes the future

Join us at the Future People & Culture Conference, 23–24 October 2025, Sydney, an inclusive and transformative event designed for leaders, innovators, and changemakers who are passionate about building thriving workplaces and shaping the future of organisational culture. Together, we'll explore how people and culture intersect to create powerful, lasting change.

Why Attend?

This is more than a conference—it's a movement. Here's why you should join: Gain RWE and insights from world-class speakers and industry experts who have redefined what it means to put people, DEI, culture, employee growth and retention at the heart of success.

What Drives the conference?

At the heart of this two-day event are three powerful drivers:

- Recognising that the heart of every organisation lies in its people—their creativity, resilience, and drive.
- Culture as a catalyst for change, exploring how to build environments where collaboration, innovation, and belonging flourish.
- Empowering and equipping leaders with the tools and vision to navigate complexity and create a legacy of impact.

Actionable Takeaways: Leave every session with practical strategies and innovative ideas you can implement immediately within your organisation.

Who Should Attend?

Chief Human Resources Officer, Chief People Officer, Chief Inclusion Officer
VP, Director, Head of, General Manager, Manager:

HR, People and Culture, DE&I, Organisational Change, Organisational Capabilities, Learning and Development, Employee Wellbeing, Employee Experience, Talent Acquisition, Change Management, Workplace Technology, Organisational Design and Development, Workforce Management, Strategic Workforce Planning, Tech Integration and Organisational Transformation, sector agnostic and we are looking to continue to promote high-level discussion through phenomenal educational and thought-leadership content.

SPONSORSHIP OPPORTUNITIES

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The Future of People Culture, HR, Organisational Change, and Capabilities 2025 Conference

Day-1
Thursday
23rd October 2025

23-24 October 2025, Sydney Central Hotel

8:20 Delegate Registration & Coffee

9:00 Chair's opening remarks



Lorraine Salloum,
CEO, Ability Advocates Australia

STRATEGIC INSIGHT

09.10 SCALING WITH PURPOSE: HOW STRATEGIC PEOPLE & CULTURE INITIATIVES DRIVE GROWTH IN NOT-FOR-PROFITS

In just three years, Sydney Children's Hospitals Foundation (SCHF) has grown exponentially, increasing its workforce from 90 to 140 employees and boosting its annual fundraising from \$60 million to over \$100 million. This remarkable transformation was not just about financial success—it was about building a people-first culture that attracts, retains, and empowers top talent.

In this session, Mariam will share how SCHF developed and implemented a robust Employee Value Proposition (EVP), built an employer brand strategy that shattered industry perceptions, and created sustainable people and culture initiatives that have positioned the organization as a top employer. From navigating the Great Resignation to securing board-level buy-in for long-term investment in talent, Mariam will discuss key challenges, strategic decisions, and the measurable impact of their people-first approach.

This session will provide actionable insights for HR and People & Culture leaders looking to drive talent attraction and retention in purpose-driven organizations while balancing cost, impact, and sustainability.

Session Objectives:

- Learn how SCHF built a research-driven EVP that aligns with organizational goals and enhances employer branding.
- Explore strategies to position not-for-profits as competitive employers that attract top talent from corporate sectors.
- Understand how to transition from foundational HR processes to high-impact, strategic people initiatives.
- Gain insights into demonstrating the value of employee experience programs to secure leadership and board buy-in.
- Discover how to continuously adapt and sustain talent programs to meet changing workforce expectations.

SFC: Mariam Hares, Chief People & Culture Officer, SCHF

10:00 KEYNOTE ADDRESS: BUILDING A CULTURE OF CONTINUOUS CAPABILITY: LEVERAGING LEARNING, TECH, AND FEEDBACK FOR STRATEGIC GROWTH

In today's fast-evolving workplace, organisations must continuously develop capability to stay competitive while minimising disruption. This session explores how to remove roadblocks and implement evidence-based change, including micro-credentials, to empower employees at all levels. Rachel will delve into strategies for strengthening feedback loops and key metrics to enhance Employee Experience (EX) and, in turn, Customer Experience (CX). Additionally, the session will uncover how organisations can harness technology, data, and digital solutions to elevate their strategic impact and build robust internal training programs.

Key Discussion Points:

- Positioning HR as a strategic partner through technology-driven capability building
- Aligning employee experience (EX) with customer experience (CX)
- Enhancing internal training programs with digital solutions
- Practical steps to remove disruption and resistance to change
- Creating meaningful metrics to measure employee growth and engagement
- Using real-time feedback to drive performance and development

Rachel Banks, Chief People Officer, FleetPartners



10.40 Morning Tea

11.10 INSIGHT: PRACTICAL STEPS TO DRIVE FUTURE WORKFORCE CAPABILITY

This session focuses on identifying and developing core capabilities that drive sustainable growth and competitiveness.

Objectives:

- Define key organisational capabilities essential for success.
- Unlocking organisational capabilities for growth - Learn methods to assess and address capability gaps.
- Explore strategies for continuous capability development.

Takeaways:

- A capability assessment framework.
- Practical steps for addressing capability deficits.
- Long-term strategies to foster growth.



Amalia Chilianis, People and Change Executive,
Lottery Corporation

11.50 AN EMBEDDED APPROACH TO EMPLOYEE WELLBEING & MENTAL HEALTH

In today's fast-paced work environment, employee wellbeing and mental health must be more than just policies—they should be embedded into the culture of an organisation. This session explores how businesses can take an organic, people-first approach to mental health by aligning purpose at individual, team, and company levels. It will also cover strategies for continuous people development, implementing meaningful mental health initiatives, and empowering employees through advisory training.

- 1)How can organisations foster continuous people development to enhance both individual and organizational capabilities?
- 2)How do we assess and align purpose at the individual, team, and company levels to create a supportive and thriving workplace?
- 3)What does a truly effective and actionable mental health strategy look like beyond surface-level interventions?
- 4)How can organizations implement employee advisory training to equip teams with the skills to support mental health and wellbeing?

Key Takeaways:

- Practical methods for embedding mental health and wellbeing into everyday workplace culture.
- Strategies for aligning employee purpose with team and organisational goals to drive engagement and resilience.
- Steps to implement an effective mental health strategy that moves beyond compliance to genuine impact.
- The role of employee advisory training in creating a psychologically safe and supportive workplace.



Panelists:

Michal Rybalov, Head of People and Culture,
FGB Natural Products
Caroline Atia, Head of People and Culture, Coloplast
Tanzil Rashid, Head of Culture and Capability,
YMCA Victoria

12.50 Networking Lunch



Day-1
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WORKPLACE DYNAMIC 1.0

13.50 FROM INFORMAL TO IMPACTFUL: BUILDING A TANGIBLE
EMPLOYEE EXPERIENCE FRAMEWORK

In many organisations, employee experience (EX) policies exist informally but lack structure, consistency, and fairness in application. This session will explore how to formalise EX strategies in a way that enhances retention, supports diverse employee needs, and ensures leadership buy-in. Kate Byrne will share insights from her experience in structuring EX policies, fostering a growth mindset among leaders, and successfully driving initiatives that result in a company being listed among the top 100 workplaces for women.

Key discussion points include:

- Formalising the whole employee lifecycle – Turning ad-hoc practices into structured policies that are equitable and sustainable.
- Bridging the gap between policy and practice – Engaging leaders in co-creating policies that align with operational realities.
- Measuring impact and ensuring ROI – Making EX tangible by demonstrating its direct impact on employee retention, satisfaction, and business outcomes.

Three Session Objectives:

- Understand the importance of formalizing EX policies to create a fair and structured approach that benefits all employees.
- Learn how to engage leadership in policy creation to ensure alignment, practicality, and long-term adoption.
- Explore tangible EX strategies that drive measurable improvements in employee retention, well-being, and organizational success.

**SFC: Kate Bryne, Global People & Culture Leader,
East West Insurance Brokers Pty Ltd**

14.30 EMBEDDING VALUES AT THE CORE: ELEVATING CULTURE,
WELL-BEING & RECOGNITION

Over the past 12 months, The Y NSW has undergone a significant cultural transformation, refreshing its values and strengthening the voice of employees to drive a thriving, sustainable workplace. As the organisation embarks on a new strategy, Jessica Hill, Chief People Officer, shares how placing values at the core is shaping recognition, rewards, and key employee moments to foster well-being and long-term organisational growth. This session will explore how cultural enablers, strategic well-being initiatives, and purposeful recognition can create a high-impact employee experience.

Key Objectives:

- Discover how The Y NSW refreshed its values to drive cultural sustainability and growth.
- Explore the role of employee voice in shaping a thriving and engaged workforce.
- Understand how recognition and rewards can be strategically designed around key employee moments.
- Learn how to embed well-being into the core of an organisation's people strategy.
- Take away actionable insights on aligning values with organisational strategy for long-term success.

SFC: Jessica Hill, Chief People Officer, The Y NSW

15.20 Afternoon Tea

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HR INITIATIVES

15.50 FOSTERING BELONGING & INCLUSION—MOVING BEYOND
COMPLIANCE

PANEL DISCUSSION

This session explores how organisations can move beyond regulatory compliance to create truly inclusive workplaces where all employees, including LGBTQIA+ individuals, feel a sense of belonging.

Guiding Questions:

1. How can organisations embed belonging and inclusion into their business models rather than treating DEI as a compliance checklist?
2. In what ways can human-centered design be used to co-create employee experiences that support diverse identities, including LGBTQIA+ individuals?
3. How are organisations rethinking leadership and planning to be inclusive of different abilities, age demographics, and gender identities?
4. What are the biggest barriers to fostering meaningful LGBTQIA+ inclusion, and how can they be addressed?
5. How do we measure the impact of DEI initiatives beyond representation—how do we track a true sense of belonging?
6. How are we strategically integrating DEI into the employee value proposition to attract and retain diverse talent?
7. How are we embedding DEI across the entire employee lifecycle—from recruitment to leadership development—and ensuring organisations recognise it as a valuable investment?

Key Takeaways:

- Practical strategies for embedding DEI into workplace culture, with a focus on belonging.
- Methods to track, measure, and sustain DEI impact beyond surface-level metrics.
- Insights from DEI trailblazers on building inclusive policies that center LGBTQIA+ voices and lived experiences.
- Approaches to aligning DEI with business strategy, talent retention, and long-term organizational success.

Panelists invited:

**Courtney Pond, Group Inclusion & Diversity Manager,
The NRMA**
**Keara Byrne, Head of Leadership and Org
Development, Arriba Group**

16.50 LEADING CHANGE – EMPOWERING YOUR LEADERS TO
DRIVE TRANSFORMATION

CONVERSATIONAL ROUND TABLES

Opinion Leader:

1) Strategies for managing organisational resistance to

change – Discuss and learn practical ways to overcome resistance during change initiatives to ensure success and engagement. Areas for consideration include: Understanding the Root Causes of Resistance – Why do employees resist change? (Fear, uncertainty, loss of control, lack of trust)

- How leaders can build trust and credibility during change
- Strategies for addressing concerns and managing different perspectives
- Change champions: Identifying and empowering internal influencers
- Change communication frameworks (Kotter's 8 Steps, ADKAR, etc.)
- Training and upskilling strategies to ease transitions
- Creating quick wins to demonstrate progress and value

**Leader: Vinod Bhatt, Organisational Design Specialist,
Westpac**

2) Attracting and engaging highly skilled (and paid)

volunteers to give back – The importance of making time to volunteer. Discussing ways organisations can foster and facilitate external volunteering.

- Understanding Motivation
- Why do highly skilled professionals volunteer?
- What personal and professional benefits do they seek?
- Time constraints and competing priorities
- Perception of impact
- Structuring meaningful opportunities
- How to design volunteer roles that fit their expertise and time availability

**Leader: Shakeel Lala, Director of People and Culture,
Good Data Institute**



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3) Menopause in the workplace

- The impact of menopause on productivity, retention, and well-being
- Dispelling myths: Menopause is not just "hot flushes" (brain fog, fatigue, anxiety, insomnia, etc.)
- Statistics and real-life examples from Australian workplaces
- The stigma and lack of open conversation
- How symptoms impact job performance, career progression, and leadership aspirations
- Legal and policy gaps in Australian workplaces
- Menopause-friendly policies (paid leave, reasonable adjustments, manager training)
- Creating menopause champions or support networks
- Workplace adjustments that don't require huge investments (quiet rooms, uniform changes, temperature control)

Invited leader: Grace Molloy, CEO, Menopause Friendly AU

4) It's time to support Indigenous people to achieve senior roles in business and government

Rachelle Towart OAM, Managing Director, Pipeline Talent

5) Leading Change – Empowering Your Leaders to Drive Transformation

- Discover how organisations can equip leaders at every level to champion change, inspire confidence, and drive alignment across their teams.
- The role of leaders in reducing resistance and building trust
- Equipping leaders with the mindset and tools to champion change
- Leader-led communication and engagement strategies
- Creating alignment between business objectives and team adoption
- Recognising and empowering leaders beyond the C-suite
- Practical examples of successful leader-led change initiatives

Lauren Ryder, CEO, Leading Edge Global

17.30 Chair's closing remarks

17.30-18:00 Networking Drinks Reception

**Day-2
Friday
24th October 2025**

CULTIVATING CULTURE

9.00 Chair's opening remarks

Lorraine Salloum, CEO, Ability Advocates Australia

Opening Address:

09.10 APPLYING POSITIVE PSYCHOLOGY TO DEVELOP HIGH PERFORMING TEAMS

This opening address sets the tone for the conference by emphasising the central role of people and culture in driving organisational success. It explores the transformative power of culture as the foundation of connection, innovation, and resilience, challenging attendees to reflect on their own impact as leaders and changemakers. Key themes include fostering belonging, embracing change as an opportunity, and creating a legacy through purposeful leadership. Attendees will be inspired to actively shape the future of work by putting people first and cultivating a thriving workplace culture.

Areas for discussion include:

- How can we create workplaces that not only meet the needs of today but are ready for the challenges of tomorrow?
- What does it truly mean to cultivate a culture where diversity, inclusion, and belonging are not just aspirations but realities?
- How do we, as leaders, embrace change not as a disruption, but as a powerful force for growth?

Lauren Hvala, Manager, Organisational Development, Culture and People Experience, Melbourne Water

LEVERAGING TECHNOLOGY

09.50 OPTIMISING ATS IN 2025: BALANCING TECH AND HUMAN TOUCH IN REMOTE HIRING

As organisations embrace remote work, recruitment strategies must evolve to attract and engage top talent. ASX Group operates with a 100% remote workforce, and Melanie Shaw has firsthand experience navigating the dual nature of Applicant Tracking Systems (ATS)—both as a powerful tool and a potential barrier in modern hiring. This session will explore how to optimise ATS for efficiency while maintaining a human-centered approach to recruitment in 2025.

Objectives:

- How can organisations leverage ATS to streamline remote hiring without losing the personal touch?
- What are the key challenges and benefits of using an ATS in a fully remote workforce?
- How can recruiters optimise ATS functionalities to enhance candidate engagement and experience?
- What best practices can improve ATS implementation to support strategic hiring decisions?

Key Takeaways:

- Practical insights into optimizing ATS to attract and retain top remote talent.
- Strategies to balance automation with personalisation in the hiring process.
- Lessons from ASX Group's approach to leveraging ATS for a seamless recruitment experience.
- Actionable steps to enhance candidate engagement and ensure ATS supports—not hinders—the recruitment journey.

Melanie Shaw, Chief People and Culture Officer, AXE Group

10.50 Morning Tea

WORKPLACE DYNAMIC 2.0

11.20 BUILDING PSYCHOLOGICAL SAFETY THROUGH HUMAN-CENTERED LEADERSHIP

In today's evolving workplace, psychological safety is critical for fostering engagement, trust, and high performance. This session will explore a Human-Centered Design approach to developing psychological safety capabilities within organisations, with a particular focus on empowering mid-management. Attendees will gain insights into how leadership behaviours, communication strategies, and organisational structures can either foster or hinder psychological safety. Through real-world examples and interactive discussions, we'll examine how authentic leadership, proactive organizational initiatives, and the Voice of the Employee (VoE) can drive meaningful cultural transformation. Questions you will be open to answer include:

- Do you understand the role of Human-Centered Design in building psychological safety capabilities?
- Do you know how to identify strategies to support and engage mid-management in fostering a psychologically safe workplace?
- Explore how authentic leadership and open communication create a culture of trust and empowerment.
- Analyse how organizational changes can act as triggers or risks to employee well-being and how to mitigate them.
- Learn practical steps, channels, and mechanisms to encourage psychological safety, proactive dialogue, and speaking up.
- Discover how to leverage the Voice of the Employee to inform and drive cultural and organisational development initiatives.

This session is designed for HR leaders, people managers, and culture champions looking to create a workplace where employees feel valued, heard, and supported.

Malika Kirshnadasan, Head of Learning and Organisational Development, UTS

OPEN FLOOR DISCUSSION

The Future of People Culture, HR, Organisational Change, and Capabilities 2025 Conference

Day-2
Friday
24th October 2025

23-24 October 2025, Sydney Central Hotel

12.00 UNLOCKING ORGANISATIONAL CAPABILITIES FOR GROWTH

PRESENTATION AND FIRESIDE CHAT

This session explores how organisations can develop and leverage core capabilities to drive sustainable growth and competitiveness. It will examine strategies for talent development, career progression, and embedding human-centered design into leadership and employee experience (EX). Additionally, it will address how aligning EX with customer experience (CX) can generate deeper insights and actionable improvements that create long-term impact.

- Define the core organisational capabilities necessary for long-term success.
- Learn effective methods to assess and address capability gaps across leadership and workforce development.
- Explore strategies for embedding continuous capability development within an organisation's culture.
- Understand how EX and CX alignment enhances business outcomes and customer insights.

Key Takeaways:

- A framework for capability assessment and targeted development.
- Practical strategies for end-to-end (E-2-E) career growth that unlocks organisational potential.
- Methods to bridge the EX-CX gap through high-quality data-driven insights.
- Approaches to fostering long-term organisational impact through talent, learning, and leadership development.

Discussion Points:

- How can organisations meet employees where they are and drive long-term engagement?
- What role does human-centered design play in fostering leadership and workforce excellence?
- How can organisations track and develop EX and CX in tandem to drive stronger business insights?
- What actionable steps can be taken to ensure a consistent connection between EX and CX through data-driven strategies?

Invited: *Michelle Fichmann, Organisational Development, Ramsay Health*



12:40 Networking Lunch

ORGANISATIONAL AND EMPLOYEE GROWTH

13.40 FUTURE-PROOFING TALENT: BRIDGING GENERATIONS AND BUILDING LEADERSHIP FOR TOMORROW

As workforce demographics continue to shift, organizations must rethink their talent lifecycle strategies to ensure long-term success. This session will explore how leaders can influence talent outcomes from the outset—recruitment, onboarding, and development—through to long-term retention and succession planning. We will discuss actionable steps to fast-track and future-proof organizations by addressing generational differences, enhancing leadership growth, and prioritizing work-life integration. Attendees will learn how to use key metrics, such as advocacy and efficacy, to measure the impact of their talent strategies and create a workplace where employees feel supported and empowered at every stage of their career. This session will discuss:

- Examine the end-to-end talent lifecycle and how to optimise it for long-term organisational success.
- Identify strategies to bridge the generational gap and create an inclusive, future-ready workforce.
- Explore leadership growth initiatives that align with evolving workforce needs.
- Discuss the role of advocacy and efficacy metrics in shaping a supportive and high-performing work environment.
- Understand how work-life integration contributes to employee well-being, engagement, and retention.
- Gain insights into innovative approaches that ensure employees feel valued and supported throughout their careers.

Gary Hegarty, General Manager Organisational Development, GrainCorp



14.20 SESSION AVAILABLE

15.00 Afternoon Tea

15.30 FROM STRATEGY TO ACTION WITH YOUR EVP: ALIGNING EMPLOYEE VOICE WITH ORGANISATIONAL GOALS

A strong strategy is only as effective as its alignment with the needs, values, and aspirations of the people who bring it to life. This session explores how organisations can define strategic goals while actively listening to employees to ensure initiatives resonate and drive impact. We will examine the role of Employee Value Proposition (EVP) in shaping team performance, values, training, and succession planning. Attendees will gain insights into fostering cross-departmental collaboration, leveraging value champions to advocate for core mission and values, and creating actionable frameworks around "We Want" and "We Will" to turn employee voice into meaningful change. This session will address:

- Understanding how to balance strategic goal setting with employee input for a more engaged workforce.
- Best practices for developing an EVP that aligns with team performance, values, and career growth.
- Learn how to embed strategy across departments and break down silos for greater organisational impact.
- Discover how value champions can serve as internal advocates to reinforce mission-driven initiatives.
- Examine methods to translate employee feedback into tangible actions using "We Want" and "We Will" frameworks.
- Discuss tools to measure the success of strategy implementation and employee engagement efforts.



Ann McGrath, Manager of People and Performance, Golden Plains Shire Council

16.10 PREPARING FOR THE FUTURE OF WORK

PANEL DISCUSSION

Assessing key trends shaping the future of work and how organisations can prepare for upcoming disruptions.

Objectives:

- What have you identified as the emerging trends in the workplace in 2025?
- How can we develop a framework to enhance skills in line with future talent acquisition trends?
- With RWE, how are you equipping emerging leaders with the skills and tool set of the future?
- What actionable steps would you recommend to your peers to future-proof their organisations?

Takeaways:

- Insights into future workplace trends.
- Strategies for navigating disruptions.
- Tools to create future-ready teams.

Panelists:

Michal Rybalov, Head of People and Culture, FGB Natural Products



17.10 Chair's closing remarks and the end of day two



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Telephone: _____ Fax: _____

Email: _____

2nd Delegate Name (Dr/Mr/Mrs/Ms) _____

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