

Issue 1, February 2009

Feature Story

The Global Economic Crisis: Threat or Opportunity?

Hewitt has developed a ten-point plan for HR leaders in response to the economic crisis.

[Find out more](#)



Welcome to Hewitt Edge - Australia and New Zealand

As a valued client or contact of Hewitt CSi we are pleased to bring you the first issue of our monthly email newsletter. Each month we will bring you the latest trends and insights in HR, talent and people strategy and practice and let you know about upcoming research, surveys, events and training from Hewitt Associates.

■ **Talent and Performance**

Important Changes to Hewitt Best Employers in ANZ

Hewitt has been running **Best Employers in ANZ** as part of a global research project since 2000. This year signifies a major change from previous studies with a move away from the traditional research-based approach. In 2009 **Best Employers in ANZ** is being re-launched as an Accreditation Process. More information about this exciting new development will follow soon and information sessions are scheduled to run in Sydney on the 3rd March and in Melbourne on 5th March.

During difficult economic times, it is critical to have an engaged workforce that is willing to step up to the extra challenges organisations will face in coming months. To learn how 2009 **Best Employers in ANZ** can provide you with a cost-effective means to understand your employees and identify what you need to do to fully engage them with your business, please register your interest in this year's study via the link above or contact the **Best Employers** team direct at bestemployersanz@hewitt.com for more information.

Surviving and Thriving in Times of Economic Turmoil and Political Change: Managing Talent

Deteriorating economic conditions are forcing many companies to cut costs wherever possible. And, as the single largest expense, human capital is high on the list of potential cost-cutting targets. While reducing headcount may ultimately prove inevitable, how that task is performed has critical implications on an organisation's future. See the specific actions that you can take now to hang on to the talent you need in this challenging economic environment.

■ **HR Academy**

Develop Your Capabilities as an HR Leader

Now in its 4th year, the Accelerated Development Residential Program, is offered in conjunction with Dr Roger Collins (Professor Emeritus at the University of NSW and a visiting professor at the Macquarie Graduate School of Management) and David Brown, Managing Director of Hewitt

Upcoming Research & Surveys

Redundancy Policy & Practice Report

This new 2009 report provides valuable data on how organisations in Australia are approaching redundancies in the current economic climate.

[More information](#)

Top Companies for Leaders 2009

Participation in this global research project is free for eligible organisations and provides the opportunity to benchmark your company's leadership capabilities locally and globally.

[More information](#)

Managing HR on a Global Scale

This comprehensive study explores how companies are managing their HR functions to respond to global business needs. Email us for further information using this link:

[More information](#)

Australian Remuneration Reports

[IT Specialists](#)

[Medical & Scientific Equipment Survey Research, Emerging Technologies and Defense](#)

[Media Industry](#)

[Non-Government Organisations](#)

Associates Australia & New Zealand.

This program provides a unique opportunity for HR professionals to build the key capabilities needed to lead strategic HR teams. Human resource professionals who are aspiring to senior leadership roles or who are seeking to develop a generalist perspective will benefit from the integrated and strategic nature of the program's design and delivery.

■ **Leadership**

Participate in the 2009 Top Companies for Leaders Study

Hewitt's Top Companies for Leaders study has launched for 2009. Initiated in 2001, Top Companies for Leaders is the most comprehensive longitudinal study of leadership around the globe.

There is no cost to take part in the study for eligible organisations and it provides participants the opportunity to benchmark their leadership practices against local, regional and global organisations, plus the chance to be named a Top Company for Leaders.

Ten Principles for Leadership Communication

Learn the ten principles every great leader should know, and the one thing you should do to keep your best workers happy

■ **HR Effectiveness**

Determining the True Cost of HR

While most HR professionals have a solid understanding of budgets, this isn't the same as understanding your costs. Read how you can more easily identify and reduce unnecessary HR-related costs.

■ **Compensation**

Surviving and Thriving in Times of Economic Turmoil and Political Change: Managing Compensation Costs

Compensation budgets that were set months ago are suddenly coming under new and closer scrutiny. But will companies actually adjust their compensation spending because of the changing economic climate? And what can you do to manage your own compensation costs in these trying times? Learn the steps you can take today.

Surviving and Thriving in Times of Economic Turmoil and Political Change: Executive Compensation Guidance

In the current economic and political environment, executive compensation programs are drawing attention and scrutiny. Hewitt has found these guiding principles to be among the most useful in navigating through today's uncertainty.

■ **Superannuation and Benefits**

Surviving and Thriving in Times of Economic Turmoil and Political Change: Superannuation and Employee Benefits

Negative investment market returns have brought superannuation back into the spotlight. Costs associated with these arrangements are under greater scrutiny, and it is possible to increase value for spend by ensuring that employee benefits are appropriate, and efficiently delivered. Use the link above to email us for more information.

Contact us:

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New Zealand Remuneration Reports

[Top Executives](#)

[NZ General Industries](#)

[IT Specialists](#)

[Media Industry](#)

[Property Industry](#)

[Insurance Industry](#)

Upcoming Events & Training

Training: How to Use Salary Surveys

Perth - Friday 13th February

[More information](#)

Breakfast Briefing: Executive Remuneration

Wellington - Thursday 19th February

Auckland - Friday 20th February

[More information](#)

Breakfast Briefing: Employee Engagement

Auckland - Wednesday 25th February

Wellington - Thursday 26th February

Christchurch - Friday 27th February

[More information](#)

Info Sessions: Hewitt Best Employers in ANZ 2009

Sydney - Tuesday 3rd March

Melbourne - Thursday 5th March

Use the link below to email us for more information

[More information](#)

Training: REM 101

Sydney - Wednesday 4th March

Melbourne - Friday 6th March

Perth - Friday 13th March

[More information](#)

Hewitt Associates is a global consulting and outsourcing company. Since 1940, we've helped the world's leading organisations of all sizes anticipate and solve their complex retirement, health, workforce, and investment challenges.

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