

## In this issue...

we pose a few HR related questions to **steve vamos**- MD of Microsoft , introduce you to the newest addition to the HR Partners **team**, and review two industry **websites**...

## view from the top

Recently, David Owens, Associate Director HR Partners, posed a series of HR related questions to Steve Vamos, Managing Director of Microsoft Australia & New Zealand...

Steve has a demonstrated interest in leading edge HR practice and has an impressive reputation supporting HR Initiatives. Microsoft is clearly a global powerhouse in its fields of operation and by sharing his views, Steve illustrates the pivotal role HR plays in securing top business performance.

### What attributes do you believe an effective HR Leader should exhibit - what makes a HR Leader Great ?

A great HR leader must understand the business and partner closely with the CEO to build a well aligned top team. Together they can ensure the managers of people are fully accountable for their teams and workplace morale.

This can only be achieved by providing support for the people managers and business through good HR processes and advice.

### I understand Engagement is a highly visible metric at Microsoft - what contribution has your HR team made in this area in the last 3 years ?

My HR team has played a vital role, we have worked together in setting the priorities for each year based on the feedback we receive from our annual staff survey.

Our HR team has been critical in training our people managers on important skills such as giving feedback, building development plans and doing effective reviews.

### What are your expectations of Microsoft Australia's HR team in the next 3 years ?

The HR team has worked hard in the past three years to lay the foundation for a strong and engaged management team. In the coming three years I expect HR to continue to improve the strength of our management talent, we see our team not just as managers but as leaders of people.

By providing ongoing support and training our managers, we can continue to develop our culture and behaviours in line with our values. The strength of our managers will allow the HR team to invest in deeper visibility of succession potential across the organisation we will be looking to foster tomorrow's management potential as well

### On a general note, what do you think of the economic outlook for Australia in the next 3 - 5 years ?

I'm pretty optimistic, although I offer some caution given the nature of this new connected world we live in. Geographic boundaries are becoming less of an obstacle and organisations are switching on to what their employees want. In the future people will have so many choices of places to work, that one thing is for sure, it will be only going to get harder to attract and retain good people.



### How will that Economic outlook drive the evolution of HR Management, and what skills in particular do you think the HR Professionals of today need to develop to meet the impending challenges?

There are two key areas for HR professionals - firstly it is imperative they have a good understanding of the business environment they operate. Secondly, they must be able to develop the people managers in their organisation into well balanced leaders who are accountable for the recruitment and retention of their staff.

“ Understand the business - partner closely with the CEO to build a well aligned top team. ”

## Interesting Addition to our Growing Team

You will be interested to learn that Brian Almeida, a former HR Leader has joined the Staff & Exec/ HR Partners team specializing in HR Recruitment based at our Norwest office.

Brian brings to Staff & Exec / HR Partners, senior Human Resource & Business Management experience gained at multinational organisations in the information technology, petrochemical, pharmaceutical, manufacturing and heavy engineering industries. Brian has successfully completed a MBA from the AGSM, post graduate qualifications in HRM and is a chartered member of AHRI.

Please contact Brian on (02) 9894 5144, by email balmeida@staff-exec.com.au or in person if you happen to be attending the next HR Network Group breakfast.

David Owens  
Associate Director  
Staff & Exec/HR Partners

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### HR Magazine

Entering this site, you realise straight away that there is a world of information here. The HR Directory on the left hand menu is a categorised listing of all HR related businesses within Australia, a fantastic resource to turn to.

With multiple links to latest news articles on the homepage, it is easy to keep abreast of what is happening in the industry. The list of features is of particular interest- giving full length articles on a good variety of topics.

Overall, quite easy to navigate through, and of course has connections to an extensive information base, which is a valuable bonus.



### Family Biz

An extremely user friendly site, the design is stylish, directing users to distinct site areas. These separate areas include Careers, Resources, Lifestyle and so on.

Once logged into the member area, there are an abundance of articles and features covering the many issues faced by families.

There are also tools on offer for parental leave and flexible work arrangements. With access to such information, it becomes quite a useful and functional site.

Extreme ease when navigating from page to page, download is fast and overall design is contemporary.



### AHRI

A very professional and resourceful website, AHRI (Australian Human Resources Institute) manages to incorporate an abundance of information into a digestible format while maintaining a clear-cut layout.

The site provides details of national events, conferences and presentations with a handy search function so users can narrow the field down to the events they are interested in.

On the left menu pane are a number of useful tools, from information on Professional Development to archived publications- a very practical feature to refer back to when searching for articles, conducting research or checking up on particular facts.

Thank you to all of our trusted contributors. If you would like to contribute to future issues or have any recruitment enquires, please contact your state representative:

NSW David Owens dowens@staff-exec.com.au (02) 9223 5500  
VIC Sue Ritchie sritchie@staff-exec.com.au (03) 9642 0500  
QLD Tim Newham tnewham@staff-exec.com.au (07) 3229 6656