

# **Kim SeelingSmith**

**Director at Kim SeelingSmith**

Chatswood West, NSW, AU

There aren't many people who can ignite a room like Kim Seeling Smith can, Australia's foremost expert on HR in the social age.

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## **Biography**

The country's leading expert on HR in the Social Age, plus co-author of 101 Great Ways to Enhance Your Career, Kim offers concrete solutions for attracting, engaging and retaining staff in today's ever-evolving, digitally connected world. Through her company Ignite Global, Kim delivers the breakthroughs essential for effective recruitment and management of staff today- and as a speaker, she shares her insights and innovations with grateful audiences around the globe.

In just a single session, Kim presents a suite of innovative tools that attendees can implement immediately. Just a few of the businesses to have benefitted from one of Kim's dynamic presentations include MLC, The FoodCo Group, Cisco, Energizer and Ernst & Young.

Kim Seeling Smith engagingly shares her breadth of knowledge, offering straightforward solutions which make people sit up and listen.

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## **Availability**

Keynote, Panelist, Workshop, Author Appearance

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## **Industry Expertise**

Human Resources, Hotels and Resorts, Corporate Leadership, Training and Development, Construction - Commercial, Talent Management, Accounting, Management Consulting, Recruiting, Information Technology and Services

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## **Areas of Expertise**

Employee Engagement, Employee Retention, Recruiting, Recruitment, Leadership, Coaching Skills, Performance Reviews, Hiring

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## **Affiliations**

Australian Human Resources Institute

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## **Sample Talks**

## **Viva La Revolution! 5 Cs That Will Revolutionise Your Ability To Recruit, Engage and Retain Staff in Today's Social Age**

Employee engagement has reached an all-time low, according to many studies. We help you join the revolution by using the 5 Cs to recruit, engage and retain the right staff: Hire Correctly, Classify and manage appropriately, Compensate fairly, Use Currencies of Choice to truly engage your workforce, Communicate more effectively using the Manager's Mind Map ©. A fresh, easy to apply framework with several practical tools you can apply immediately.

### **Licence To Hire**

This half day workshop focuses managers on the importance of making a good hire, the cost of a bad one, and helps them to truly understand the cost of a disengaged workforce and how this might be affecting their own team's productivity. This two-part workshop (delivered separately or together) provides your managers with a tangible process, framework and several practical tools to ensure that each hire is the best hire it can be.

### **Mind Reading for Managers**

Most employee engagement issues can be solved through better communication between managers and staff. Our Manager's Mind Map © not only demystifies your employee's drivers and motivations, it also helps you have better conversations around job performance and career development – consistently shown to be in the top 3 factors staff consider when deciding to stay or leave.

### **Secrets of a Great Career Revealed**

Life is too short not to have a career that you don't absolutely love! What is the difference between those talented and capable people who seem to effortlessly reach their professional goals and those equally talented and capable people who lose their way or lose their passion. It prompted us to ask the question; – what makes the first group so successful? Is it education, experience, raw talent, personality, luck? We've discovered (much to our shock) that it's none of these things.

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## **Event Appearances**

**The 5 C's to Attracting, Engaging and Retaining Staff**  
HR Summit Singapore 2011

### **Title**

NSW Public Sector Community of Finance Professionals

**The 5 C's To Attracting, Engaging and Retaining STaff**  
Recruitment & Retention in IT

### **Title**

CBP Lawyers Executive Update

### **Title**

CPA Australia - Regular Speaker since 2009

**Title**

Institute of Chartered Accountants Australia

**Title**

Conferenz Events New Zealand - Have spoken at various events for them since 2004 (approximately 17)

**Title**

CFO Summit

**Title**

Females in Technology and Telecommunications

**Title**

Ernst & Young, Emerging Leadership Group

**Title**

Beaumont Consulting Business Briefing

**Title**

Richard Lloyd Recruitment

**Title**

Robert Half International Business Breakfast

**The 5 C's to Attracting, Engaging and Retaining Staff**

Australian Human Resources Institute

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**Education**

The Ohio State University

BSBA Accounting / Computer Science

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**Accomplishments**

**International Subject Matter Expert**

- International Subject Matter Expert for US based Multi-National on Employee Engagement.

### **Designer of Employee Attraction and Retention Framework**

- Designer of Employee Attraction and Retention Lifecycle framework for Multi-National High Tech firm's 35,000 Value Added Reseller Network.

### **Judge - Australia's 2012 HR Awards.**

Invited to judge 3 categories Australia's 2012 HR Awards.

### **BOMA Service Excellence Award Winner July 2013**

The Business Owners And Managers Association Service Excellence Award recognises and rewards superior customer service performance that's aligned to the needs of your customers, trade suppliers and business associates.

### **Telstra Business Womens Awards Nominee 2013**

The Telstra Business Women's Awards recognise, reward and celebrate the achievements of inspiring business women.

### **Fortune 500 Review**

Engaged by a Fortune 500, high tech firm to design, review all externally sourced content and supplement with original thought leadership, a 250 piece talent attraction and retention content repository for their 35,000 worldwide value added resellers

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## **Testimonials**

### **Olivia Romano**

“Kim delivered an exceptional plenary session at our annual Risk Retreat conference this year. The feedback from our delegates was exceptional with Kim's session being one of the highlights of the entire conference. Her presentation was extremely engaging, informative, and practical with a suite of tools the advisers could take back to their businesses to implement right away which is exactly the outcome we were looking for. Not only did she engage the audience, she has been wonderful to work with and completely tailored her knowledge and research to meet the needs of our clients.

### **Natalie Williams**

Kim has chaired conferences for me on several occasions. Each time, Kim not only brought expert knowledge to the sessions, she was engaging and dynamic on stage and really set the tone for an excellent event. Such qualities are hard to find! I wouldn't hesitate to recommend Kim as a speaker and chair and look forward to involving her in the future SSON activities.

### **Mel Kleiman**

"Over the last 20+ years I have heard 100's of other speakers speak on attracting and retaining staff. Kim was one of the very best I have ever heard. She offers great insight in to today's challenges facing recruiters, hiring managers, and applicants. More importantly she offers tools and techniques to help overcome those challenges in a most professional and entertaining way. I am glad that she had to follow me of the program rather than me having to follow her at the HR Summit in Singapore.”

### **Bradley Busch**

“Kim was a fantastic keynote speaker at itSMF Australia's LEADit 12 conference. Throughout the engagement she was professional, she listened and engaged with us as a customer. The message she brought to us was spot on! Our audience really resonated with her 5C's for Employee Engagement and Retention. The talk was engaging, polished and truly professionally delivered. In a large auditorium she filled the room with her presence and invited us into her talk. All eyes were on her. I really recommend Kim as a keynote speaker and hope to have the opportunity to work her again.”

### **Elise Barter**

“Kim has worked with Energizer in delivering an Interviewing Skills program to the managers in our business. Feedback from the sessions has shown Kim to be energetic and highly engaging, demonstrating an ability to effectively work with a diverse group of people. Content of the course was relevant to the audience with good tips, tools and examples. Manager's who have attended the course have come back energised and very positive about applying the knowledge gained. I would not hesitate in recommending Kim as a facilitator to other organisations”.

### **Daniela Burton**

“Ignite Global have delivered several training courses to our management team. On each occasion the feedback received has been fantastic, with the course exceeding expectations. The course focuses participants attention on the importance of hiring the right staff and provides practical, relevant examples. Ignite Global's training is both informative and engaging, inspiring participants to be prepared when conducting interviews and utilise the tools and techniques presented. Kim from Ignite Global is an exceptional presenter who is impressive in her delivery and shares a wealth of knowledge within her field of expertise.”

### **Stephen Fryer**

“You've given me the skills and understanding to ask the question to make sure that the people I find are really who I want.”

### **Dajana Dikic**

“I had the pleasure of working with Kim recently on one of our HR events. Not only did she speak, Kim was one of the best Chairs I have worked with and she was instrumental in ensuring the smooth running of the event. Her knowledge in the field was substantial so she had no problem involving and engaging the delegates in discussion throughout the event. The feedback she received was exceptional and I would recommend Kim to any prospective business partner without a hesitation.”

### **Jane Campbell**

“Kim will help you work out how to plan the career that will really make you happy. She can pass on the latest in international thinking – making it fun and accessible. You need to see Kim if you want to make your happiest and most successful career a reality!”

### **Richard Brincat**

“I can highly recommend this program (Secrets of A Great Career Revealed) to anyone wanting to help staff get clarity about what their options are, understand their strengths and become more agile in looking at internal opportunities. I have staff that can attribute their success in progressing their careers thanks to Kim.”

**Kim Kirsten**

“This program is helping us develop world class and consistent managerial skills across our divisions. Although the program gives you a step by step framework and a number of different exercises you can use with your staff, what we like about it is that it also allows managers the flexibility to use the tools as they wish, in whatever manner works best for them...”

“...I am pleased to report a definite improvement in the conversations between managers and staff - with many managers taking advantage of these tools in each conversation.”

**German Romo**

“My personal experience in liaising with Ignite Global has been a real eye opener for me. They have reinforced in me the concept of how important people are to any business. Understanding those working alongside you is key to any good operator. I believe that I personally, as well as our business have really benefited from this program.”

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