

## **Alec Bashinsky, Managing Partner, Blackhall & Pearl Talent Services**

Alec Bashinsky is currently the Managing Partner, Blackhall & Pearl Talent Services which focuses on HR/Culture Transformation, Future of Work, the Talent Experience and Diversity & Inclusion through the facilitation of advanced AI tools and insights across Asia Pacific.

Blackhall & Pearl core business is centred around Board Performance, Risk Management, Enterprise Governance and Artificial Intelligence services and they have been looking to expand their AI services into the broader Talent space. In particular they now have an amazing Organisational Network Analysis AI tool from MIT Sloan that can measure, predict and monitor an organisation's culture.

Alec will be able to bring different and focused attributes & experiences to the auDA Board including long term experience on a NFP Board, a strong focus on the technology impacts on people and businesses as well as demonstrable expertise centred around the Future of Work. Alec's understanding/ knowledge of the impacts of Digitisation and the necessary diligence on Risk and Governance is one of his core reasons for wanting to stand for Board member election at auDA.

Prior to this Alec was with Deloitte Australia for 13 years originally as CHRO – National Partner, People & Performance directly to the CEO. He was also the Asia Pacific CHRO reporting into the Regional APAC CEO. In his role Alec was responsible for 55,000 employees in the APAC Region (over 7,000 employees in Australia) with offices in more than 120 cities in over 20 countries and a team of over 200 people. He was also a key member of the 15 person Deloitte Global Talent Executive for some 12 years.

His mandate was to drive a Performance Culture and build Leadership capability through establishing a Performance Culture, Diversity & Inclusion strategies, Digital HR and Shaping the Workforce of the Future as well as optimizing Talent Predictive and Analytical Data Integration with the Business functions.

In October, 2011 Alec was again awarded the Best HR Director of the Year in the prestigious Australian HR Awards and award he also won in 2006. In March 2006, Alec was also awarded the "Human Resources Leader of the Year" at the National Human Capital Leadership awards.

Alec is a current Board Member for the Diversity Council of Australia and is also a business advisor and sits on the Board for Career Life Money and has sat on four other Company Boards over the years.

Alec's previous role was as Human Resources Director – Japan & Asia Pacific for PeopleSoft Inc and prior to this, Alec was the GM - Human Resources for Cisco Systems for ANZ & Asia and during his time at Cisco, Alec has also achieved unique back to back Hewitt Best Employer status in 2002 and 2003 along with the 'outstanding Contribution to HR' award again at the Australian HR Awards.

Amongst Alec's other achievements saw him tackle unique challenge of being the HR Director for the market entry of Toys R Us into Australia.

# ALEC BASHINSKY

## ◇ CAREER SUMMARY

## ◇ BOARD NED ROLES

- Board Member at Diversity Council of Australia : May 2011 – Present  
Member of both Remuneration and IT Committees
- Board Member at Career Life Money : June 2017 – Present
- Board Member – HRonboard : July 2016 – February 2019
- Board Member – Nvoi Pty Ltd : July 2017 – April 2019  
Member of Risk & Audit Committees
- Honorary Fellow – Australia Institute Of Business & Economics - University of Queensland : March 2016 – May 2018
- Board Member at Genos Pty Ltd : July 2008 – April 2016
- Board Member – I-Lead Advisory Board (Australian School Of Business) :  
October 2013 – December 2017

## EMPLOYMENT HISTORY

### **Managing Partner – Blackhall & Pearl Talent Advisory**

July 2018 – Present

### **APAC Partner – Josh Bersin Academy**

July 2-19 - Present

### **Deloitte Touche Tohmatsu**

CHRO - National Partner – People & Performance	2004 – 2018
Executive Member – Deloitte Global Talent Council	2010 – 2018
Asia Pacific Regional CHRO	2009 - 2018

### **Peoplesoft Inc**

Director, Human Resources, Asia Pacific & Japan	2003 - 2004
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### **Cisco Systems Inc**

GM Human Resources, Australia & NZ	2000 - 2003
Group Employee Relations Manager - Asia Pacific	2002 - 2003

### **3COM Australia Pty Ltd**

GM Human Resources – Australia & New Zealand	1998 - 2000
GM Human Resource – Asia Pacific - Customer Services	1998 - 2000

### **United Energy**

Director, HR Projects	1997 - 1998
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### **United Telecommunications**

GM Human Resources, Australia	1996 - 1997
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### **Toys R Us Pty Ltd**

Human Resources Director, Australia	1993 - 1996
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### **Venture Stores ( Retailers) Pty Ltd**

GM Human Resources	1981-1993
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## ◇ QUALIFICATIONS

Institute of Company Directors	2011
Fellow of the Australian Human Resources Institute	2008
Postgraduate Diploma in Management (Human Resources) <i>Macquarie University</i>	1996

Various Management & Leadership programs including;

- High Potential Leader Program: WestPoint Military Academy ( 2014)
- Leading for Organisational Impact (CLC – Brussels) (2014)
- Mt Eliza Business School – Leadership Development
- GE Influencing Facilitating program (Ireland)
- Cisco Leadership Development program (Florida)
- Cisco Leadership Skills program (Hong Kong)
- Rogen Presentation Skills program
- 3COM Managing In Asia program

## RECOGNITION AWARDS

- **Human Resources Director of the Year (October 2011)**  
Awarded the Human Resources Director of the Year for the second time in 5 years at the prestigious National Australian Human Resources Awards.
- **Human Resources Director of the Year (2006)**  
Awarded the Human Resources Director of the Year at the prestigious National Australian Human Resources Awards.
- **Human Resources Leader of the Year (2006)**  
Awarded the Human Resources Director the Year award in recognition of outstanding people initiatives and strong leadership at the JML Australia Human Capital Leadership Awards.
- Many other awards for companies Ive worked with ranging from Best Employer, Best Talent Acquisition strategy, Best Diversity & Inclusion company, Most Innovative HR team ..etc..