



aitd.

**ANNUAL
REPORT 2020**

This report provides a summary of the activities and achievements of AITD over the financial year 1 July 2019 to 30 June 2020.



ABOUT US

AITD is a company limited by guarantee, ABN 52008 516 701, established under a constitution with By laws determined by the governing board.

OUR MISSION

The Australian Institute of Training and Development (AITD) exists to promote and encourage excellence in learning.

OUR VALUES

Our values – learn, innovate, connect, share – guide our decision making and behaviour, underpin the wide range of interactions and professional relationships we have, contribute to our strategic direction and provide a set of unifying themes that motivate and engage our L&D community.

OUR HISTORY

AITD was founded in 1971 as a not-for-profit professional association owned by its members. AITD has made a significant contribution to enhancing the capacity and capability of the broader learning and development community for the past 50 years.

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Board of Directors.

The board of directors are elected by members in their division, appointed to the board to fill a casual vacancy or co-opted to the board because of their expertise. Board elections are generally held in October, with the new board members taking office from the first meeting after the annual general meeting. AITD members are eligible for election to the board for a three year term if they have been serving on their local divisional council for a minimum 12 month period.

The board of directors, as at 30 June 2020, were:

Jane Calleja MAITD	<i>National President, SA Division</i>
Michael Werle MAITD	<i>National Vice-President, VIC/TAS Division</i>
Andrew Hart AFAITD	<i>National Treasurer, WA Division</i>
Julie Peters FAITD	<i>Company Secretary, QLD/NT Division</i>
Graham Doering FAITD	<i>ACT Division</i>
Siobhan Sutherland Rogers MAITD	<i>NSW Division</i>
Rob Turner MAITD	<i>Co-opted Director</i>

Committees of the board are established to support the strategic governance of the organisation. As at 30 June 2020, the following board committees were in existence:

Committee	Chair	Members
Finance and Audit	Andrew Hart	Siobhan Sutherland Rogers
Governance	Julie Peters	Graham Doering Rob Turner
Remuneration	Jane Calleja	Michael Werle Andrew Hart
Risk	Michael Werle	Rob Turner Jane Calleja

Divisional Councils.

There are six divisions in AITD: ACT, NSW, VIC/TAS, QLD/NT, SA and WA. Each division is supported by a council elected from members of that division, responsible for local professional development and networking events.

Divisional council elections are generally held in August with council members commencing their one year term from 1 September every year. Each council then elects a president from among the AITD member-elected divisional council members.

AITD divisional council presidents, as at 30 June 2020, were:

Murray Brissett FAITD	ACT
Vanessa Trower AFAITD	NSW
Michelle Ockers MAITD	QLD/NT
Abbie Taylor MAITD	SA
Felicity Harrison MAITD	VIC/TAS
Bella Broadway MAITD	WA

All board and divisional council members are volunteers who generously donate their time and energy to furthering the objects of the AITD, and we sincerely thank them for their support.



National President's Reflection.

As we reflect on the last 12 months of AITD, it would be reasonable to be astonished at the challenges faced and overcome. In a time like no other known globally, AITD and our L&D tribe have demonstrated an incredible degree of generosity, resilience and agility. To witness how many across our community have offered time and support to others is outstanding and makes me proud to be involved.

In late 2019, AITD was prepared for an exciting 2020, off the back of another successful Excellence Awards gala dinner in Melbourne and the AGM in Adelaide. AITD was demonstrating its commitment to sharing these outstanding events across our whole membership; an important step as focus on engaging local divisional councils continued.

We moved into 2020, with clear plans for delivery on strategic goals and with sights set on creating an amazing national conference. This widely respected annual event was returning to the fold and planned to be held at the iconic Luna Park. As dramas unfolded across the globe, we made the difficult decision with 72 hours' notice to move to a virtual format with the safety of our attendees, speakers and team in mind.

With an outstanding effort from the support team, the flexibility of our international and national speakers and the eagerness of our attendees to participate, an insightful and inspiring program was delivered. There was no stopping the team from there: our suite of learning programs moved to a virtual format, along with local events which saw a growing national attendance. In the spirit of caring for our members, we offered a six-month extension to memberships, as many of our community battled the difficulties of a rapidly changing workplace.

Despite all the hurdles faced, AITD has embraced a brand refresh, updated the digital badge program and launched a new website and CRM. This work prepares AITD to move into our 50th year with focus on growth and finding more ways to support our membership and broader community.

With lots to celebrate in the last 12 months, we also need to acknowledge the impact COVID-19 has had on our revenue. Whilst this has been significant, the AITD board and support team remain focused on ensuring we draw on the lessons learnt this year, our new found sense of agility and the foundations laid through strategic goal delivery to be ready for 2021.

We are excited to move into our 50th year, ready for growth and finding more ways to bring value to our L&D tribe. I would personally like to thank our members, divisional councils, the AITD support centre and the AITD board for their ongoing commitment to our tribe and look forward to celebrating this incredible milestone in 2021.

Jane Calleja
National President

Chief Executive Officer's Report.

It has been a pleasure to serve as the chief executive officer for the financial year to 30 June 2020 – unexpected, tumultuous and challenging, but a pleasure none the less!



The pleasure comes from seeing the achievements of the organisation under what have been extraordinary circumstances and from the opportunity to work with such a supportive group of people including the board, divisional councillors, facilitators, members and the AITD support centre team.

We may not have ended FY20 the way we originally foresaw; however, we took every opportunity to ‘make lemonade from lemons’ and find ways to support our members and the L&D community even further, while still maintaining business as usual as much as possible.

My personal highlights included

- The sellout annual Excellence Awards gala dinner in Melbourne in October 2019
- Holding the annual general meeting in Adelaide in November 2019
- Continuing the high quality production of our quarterly magazine
- Preparation and publication of our AITD strategic plan 2019-2022
- Converting our face-to-face professional development courses to quality virtual programs
- Deciding on our new brand and logo, since launched in August 2020

What I will never forget (and possibly still have nightmares over!) was the way the team and our speakers pivoted the AITD 2020 conference in March 2020 from a fully face-to-face event to a fully virtual event. Friday, 13 March was the decision day, with the first session due to open at 9am on Tuesday 17 March – I think our theme song should have been ‘I get knocked down (but I get up again)’ as the team worked through the myriad of decisions and changes that needed to occur. Fortunately our team and speakers were all equal to the task and we were able to produce a memorable two days of excellent speakers, with a little light relief thrown in!

Our thoughts are particularly with our Victoria-based members who have had to endure more trying conditions than most. To all our members and supporters – we hope you have been able to maintain your enthusiasm for learning and development, and that the months ahead will be more enjoyable and rewarding than ever before.

I now hand over to our new CEO, Terri-Helen Gaynor, and wish her all the best. T-H brings a wealth of international business experience and I am sure she will enjoy leading AITD as much as I have. Thank you all for your support and the many happy memories.

Lynette Pinder MAITD
Chief Executive Officer 2018-2020



I'm looking forward to working with the talented team at AITD, meeting our members and taking the organisation to the next level. I'd also like to thank Lynette for all of her hard work over the last two years and for leaving AITD in such great shape. I wish her all the best in her next role.

Terri-Helen Gaynor
Chief Executive Officer (commenced 20 October 2020)

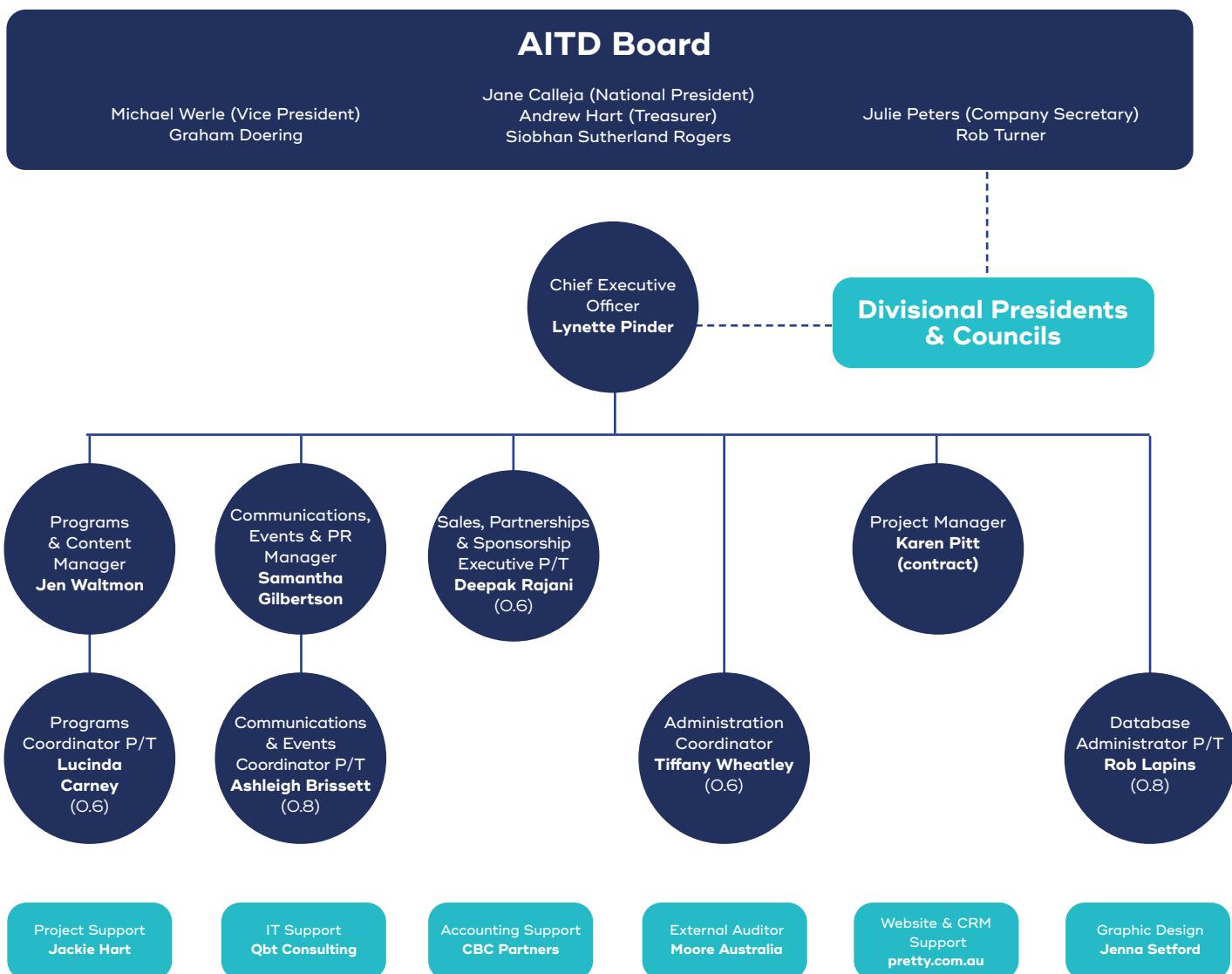
Strategic Focus Areas.

The areas of focus outlined in the AITD strategic plan for 2019-2020 were pursued via the following activities:

- Rebrand and new logo initiative
- Establishing local and international strategic partnerships
- Selection and development of a new customer relationship management system and website
- Conversion of face-to-face courses to quality virtual professional development programs
- Conversion of the digital badge platform to the Credly Acclaim platform

AITD Team.

AITD members are served by the AITD support centre which is based in Sydney, NSW. The organisation structure, at 30 June 2020, was:



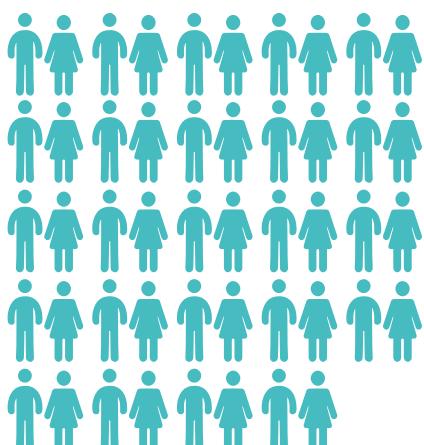
Membership.

Our members provide invaluable support to the organisation by volunteering to stand on the AITD board and divisional councils, as well as organising local events, representing AITD at functions, events and presentations, sharing their expertise via webinars and on advisory groups and committees, acting as mentors in our mentoring program, writing for our magazine and judging our annual excellence awards.

Membership.

1,599 members

(1,544 in FY19)



427

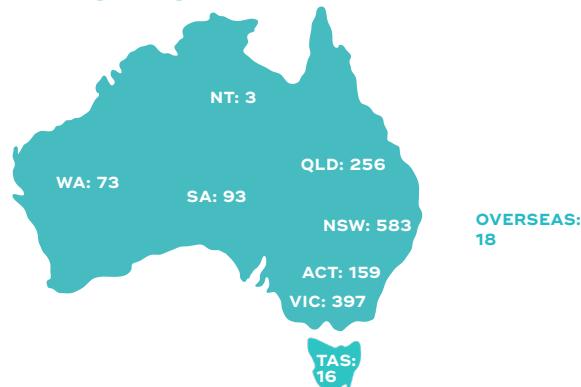
new members

(407 in FY19)

MEMBERS BY TYPE

Professional Members	1,484
Associate Fellow Members	8
Fellow Members	57
Student Members	28
International Members	13
Life Members	9

MEMBERS BY STATE



We were delighted to have the following platinum corporate members:

- ROYAL AUSTRALIAN NAVY
- DEPARTMENT OF EDUCATION (QLD)
- PARKS VICTORIA

George Papallo – Life Member

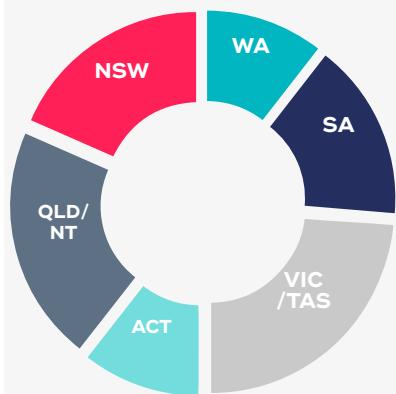


It was our great honour to bestow life membership on NSW divisional councillor, George Papallo, at an online event on Thursday, 21 May 2020. George has been an active member of AITD for 32 years, 7 of which he has spent as a member of the NSW divisional council, holding the role of treasurer for a number of years.

Life membership is the highest distinction that the institute can give one of its members and is not given lightly or often. We have awarded this to George as a fitting recognition of the valuable contribution he has made to AITD, the high respect we hold him in and the gratitude we have for his service.

Achievements.

Local Events.



Local events provided professional development and networking opportunities to over 900 attendees.

Programs.



49 AITD courses were run with 497 attendees. Our programs are delivered by a talented group of AITD members who are engaged to facilitate courses in the area of their expertise. AITD acknowledges their support to ensure our programs are of a consistently high quality.

Webinars.



AITD members were supported by free monthly webinars across a range of topics in FY20. Recordings of webinars are also made available to members who were unable to attend the live sessions.

Mentoring Program.



The Art of Mentoring platform was again used in FY20. AITD members generously donated time to assist as mentors with the program.

Excellence Awards 2019.



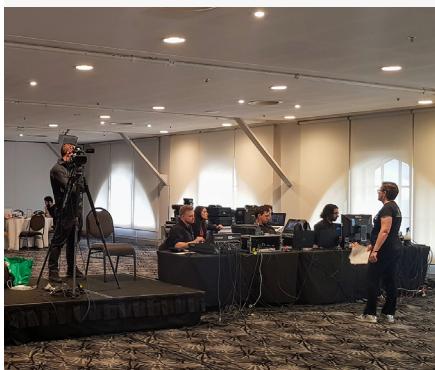
The highly regarded Excellence Awards are judged by experienced AITD members as volunteers and we thank them for their time, enthusiasm and discretion in helping us maintain the integrity of the awards.

Annual Gala Dinner 2019.



The annual gala dinner for 2019 incorporated the announcement of the winners of the AITD Excellence Awards. The sell-out event was held at the Showtime Events Centre in Melbourne.

Conference.



The conference planned for Luna Park Sydney in March 2020 was successfully converted to a fully virtual event with just two business days' notice.

Magazine.



The quarterly *Training & Development* magazine continues to be one of the most highly valued member benefits. Many of our members also share their expertise by contributing articles to the magazine.

Social Media.



AITD continues to promote events and support the learning and development community by sharing information on our social media channels. Connect with us on LinkedIn, Twitter, Facebook and Instagram.

Financial Performance.

The FY20 financial result was severely impacted by government restrictions due to the COVID-19 pandemic. Conference revenue was only 22% of the previous year and face-to-face course revenue was also down by almost 30%. The AITD board also invested in supporting our membership by providing a 6-month membership extension to all members who were financial as at 1 March 2020. This deferral of income also reduced membership revenue for the year by just over 25%.

The resulting outcome was an overall loss of \$547,957 for FY20. Fortunately, prudent financial

management over previous years has meant AITD was in a strong financial position and able to draw on financial reserves to survive this negative impact and invest in supporting the L&D community.

Assets held at 30 June 2020 total just under \$1.5 million with equity (members' funds) of \$1.07 million

Detailed information on the financial performance of AITD can be found in the audited financial statements which are available on the AITD website www.aitd.com.au

Strategic Partners.

AITD would like to acknowledge the support of our strategic partners. AITD has partnered with the following organisations to provide quality services to our members:



Business Source
database of
business journals,
eBooks, articles
and information

Professional
indemnity
insurance for
members

Mentoring
program platform
and support

Member
discount and
free delivery

One-off
member
discount

For further information, contact the AITD support centre.

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