

ELISA CLEMENTS

GROUP EXECUTIVE TALENT AND CULTURE



Joined the Executive Committee on 9 October 2023.

SKILLS, EXPERIENCE AND EXPERTISE

Elisa Clements was appointed to the role of ANZ's Group Executive Talent and Culture in October 2023.

Elisa is responsible for all aspects of Talent and Culture at ANZ, including organisational culture, diversity and inclusion, capability building, succession planning, recruitment, employee relations, human resources risk and compliance.

Elisa has over 25 years' experience in talent and culture in global organisations across a diverse range of industries, including banking, automotive, FMCG, pharmaceutical and professional services.

Prior to her current role, Elisa was General Manager, Talent and Culture for ANZ's Institutional Division and made a significant contribution to the successful multi-year transformation of the division across 21 geographies.

In addition to roles in the Institutional Division, Elisa has held senior roles in Talent and Culture for a number of divisions across the bank, including Corporate & Commercial Banking and Group Technology Services & Operations.

Elisa joined ANZ in October 2007. Prior to that, Elisa was Human Resources Manager for Toyota.

Elisa holds a Bachelor of Commerce, a Masters Degree in Industrial and Employee Relations (Monash University) and is a Graduate of the Institute of Personnel and Development (UK).

KEY DATES

- 2018** General Manager, Talent and Culture, Institutional Division, ANZ
- 2016** Head of Talent and Culture Corporate & Commercial, ANZ
- 2014** Head of Talent and Culture Global Technology Services & Operations Division, ANZ
- 2007 - 2013** Senior Manager, Talent and Culture, ANZ
- 2002 - 2007** Human Resources Manager, Toyota Motor Corporation

AGE: 50 years

RESIDENCE: Melbourne, Australia