

# Executive Learning Partnership 2017

Weekly

# Calendar of Events 2017

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Date	Title	Speaker	Event Summary
<b>Tuesday</b> <b>24<sup>th</sup> January</b> <b>12.00 – 16.30</b>  <b>Ordnance Survey</b> <b>Adanac Drive,</b> <b>Southampton,</b> <b>SO16 0AS</b>	<b>Making it real:</b> <b>How</b> <b>conversational</b> <b>leadership can</b> <b>change our</b> <b>organisational</b> <b>realities for the</b> <b>better</b>	<b>Dr Stefan</b> <b>Cantore</b>	<p>Can conversations change our organisational realities and performance? Yes they can!</p> <p>By re-discovering the almost lost art of human conversation we can intentionally engage our employees in changing culture, create new images of a positive collective future and stimulate energy that moves change forward at a pace to match the changing nature of today's business environment.</p> <p>Using a framework called Appreciative Inquiry this event will work through some of the key principles and practicalities of conversational leadership. To support practice development participants will experience a full inquiry process and get an opportunity to explore how shaping organisational conversations can play an effective part in their own leadership practice and context.</p> <p>This interactive event will demonstrate the power of great conversations. We warmly invite you to join these organisational and practice changing conversations.</p>
<b>Wednesday</b> <b>15<sup>th</sup> February</b> <b>12.00 – 16.30</b>  <b>Ordnance Survey</b> <b>Adanac Drive,</b> <b>Southampton,</b> <b>SO16 0AS</b>	<b>Integrity is Not</b> <b>Optional: Why</b> <b>Sustainably,</b> <b>Corporate Social</b> <b>Responsibility</b> <b>(CSR), Marketing</b> <b>and Brand Are</b> <b>Inseparable</b>	<b>John Luff</b>	<p>This session explores the practicalities of turning sustainability (social and economic as well as environmental) and CSR strategies into an effective front line marketing reality. The concepts and models that will be presented are based on John Luff's global marketing, CSR and brand management experience in an always-on connected environment. Expect an insightful discussion around key topics to improve CSR in your business, especially marketing strategy in order to achieve stronger relationships with all stakeholders, identify, organise and promote credentials with integrity, drive down costs, increase revenue and build brand equity. The session will be low on theory and high on practical experience in a field where practical experience of combining brand, operational – "red in tooth and claw" - marketing and CSR management is difficult to find. Many examples will be drawn from sectors where responsible marketing strategies determine success or failure, e.g. telecoms, gaming and financial services.</p>
<b>Thursday</b> <b>23<sup>rd</sup> March</b> <b>18.00 – 20.30</b>  <b>JP Morgan</b> <b>Chaseside,</b> <b>Bournemouth,</b> <b>BH7 7DA</b>	<b>The Leadership</b> <b>Debate 2017</b>	<b>Chaired by</b> <b>General Sir</b> <b>Richard</b> <b>Barrons</b>	<p>The Executive Learning Partnership is delighted to be hosting The Leadership Debate 2017 on the evening of Thursday 23<sup>rd</sup> March 2017. The event once again will be held at J.P.Morgan, Chaseside, Bournemouth. There can be little doubt we are now living in a time of unprecedented change. A £5 bet on Leicester City becoming the Premier League Champions, the United Kingdom voting for Brexit and Donald Trump being elected as President of the United States would have delivered a £15.5 million win. What seemed impossible, is now a reality. How can leaders best prepare to thrive and succeed in this new world order? How will leaders ensure their organisations are fit for the future?</p> <p>The Leadership Debate 2017 will be Chaired by General Sir Richard Barrons who will ensure our esteemed panel answer your questions and explore the many topical and enduring leadership challenges facing business leaders. The Leadership Debate 2017 agenda is set by you and your enquiry, by way of questions to the panel. We look forward to providing a critical forum to see beyond the current thinking and stereotypical responses to the questions you have, relating to this important subject.</p>

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<b>Wednesday 26<sup>th</sup> April 12.00 – 16.30</b>	<b>No easy way out-an investigation into corporate governance failure</b>	<b>Richard Cartwright and Duncan Wiggetts</b>	'No easy way out' provides an immersive experience using the unique and thought provoking film False Assurance. False Assurance follows Alex Frayn, the former chief financial officer of a company called D-Merton, telling the story of two turbulent years in the life of the company. The film examines how D-Merton was brought to its knees by the actions of its executive directors, the lack of vigilance and courage by its Board of directors and failure by the company's auditors to identify and investigate red flag issues. Through syndicated discussions your investigation will include the evaluation of cyber security risks, the effectiveness of anti-bribery controls, the structure of executive compensation packages, the robustness of internal controls around approval of suppliers and agents, the effectiveness of whistle-blowing procedures and the reliability of internal investigations. False Assurance provides an insight into the consequences that may result from a decision to take the 'easy way out' of a dilemma.
<b>Wednesday 17<sup>th</sup> May 12.00 – 16.30</b>	<b>Getting to the top</b>	<b>Chris Matchan and Ian Davies</b>	Do you aspire to achieve a senior position or to be on the Board in the near future? Do you want to develop your own strengths, style and competencies, or are you trying to develop the leadership cadre within your own organisation to fill the leadership pipeline for the future? At this event you'll investigate the key experience steps and critical thinking needed to get to the top of an organisation. Chris will look at the many factors, through a number of lenses to identify the skills, attributes and attitudes required of leaders at Executive Director and Board level. Ian will examine the roles and responsibilities of an effective Non-Executive Director. Often seen as a route to the Board, recent regulatory and corporate governance changes have placed higher levels of scrutiny around the remit of the Non-Executive Director role. The combination of these sessions will provide insights and actions to consider when planning your future development strategy.
<b>Wednesday 28<sup>th</sup> June 12.00 - 16.30</b>	<b>Shall we play a game?</b>	<b>Adrian Fry (Cisco)</b>	<p>Gaining and holding the attention of customers and employees alike can be a constant struggle. In the battle to gain engagement against a connected world, filled with constant distractions, we will explore gamification techniques together, using gameplay to see if it can solve some of these issues. Gamification provides a framework of rules, design and techniques to solve problems such as gaining customer engagement, gathering information, providing training and much more. For the iGeneration this technique may hold extra powers. Good game play leads to good engagement, which leads to fun and even feelings of empathy and emotional attachment.</p> <p>The rules of this game are simple, attend our course, come ready to play and explore the world of gamification, see how it could transform your business.</p>

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<b>Wednesday</b> <b>19<sup>th</sup> July</b> <b>12.00 – 16.30</b>	<b>Boundary-less Talent Management</b>	<b>Carrie Foster</b>	<p>The identification, recruitment and retention of talented individuals, who possess the essential knowledge and skills required by an organisation to deliver its strategic imperatives, can prove to be a relentless challenge. Building adaptability and flexibility into the talent development agenda is becoming a prerequisite for organisations aiming to maximise the potential of the talent pool.</p> <p>Talent Management is more than a process of identifying high potential employees for leadership development programmes. Instead it should be an approach to management that accepts that a large proportion of the employee population has unrecognised talent that is under-utilised and puts into place mechanisms to help employees explore, discover and release their potential for the benefit of the organisation. Today's workshop seeks to identify overlooked and unrecognised domains of talent management and introduce the Boundary-less Talent Management Model.</p>
<b>Ordnance Survey</b> <b>Adanac Drive,</b> <b>Southampton,</b> <b>SO16 0AS</b>			
<b>Tuesday</b> <b>1<sup>st</sup> August</b> <b>18.00 – 20.30</b>	<b>Collective Brilliance-an exploration into team leadership</b>	<b>Manley Hopkinson FRGS</b>	<p>Manley is an internationally acclaimed leadership authority. During this evening's keynote, Manley will share the many lessons for business leaders from his phenomenal personal leadership experiences. He twice served as an Officer in the Royal Navy, re-joining for the first Gulf War. Manley has also served as an Inspector in the Royal Hong Kong Marine Police. In 2000 he was selected as a skipper in the BT Global Challenge round the world yacht race, successfully completing the 35,000 miles journey with a novice crew. Manley continues to expand his leadership knowledge through adventures, recently winning the inaugural race to the Magnetic North Pole. The 3 man team faced polar bear attacks and sub-zero temperatures whilst surviving and competing in extreme conditions. Their record time of 10 days and 9 hours still stands. In 2014, Manley published <i>Compassionate Leadership-How to Create and Maintain Engaged, Committed and High-Performing Teams</i>". In this highly entertaining and hugely readable book, Manley combines the worlds of business and adventure to encourage leaders everywhere to challenge their leadership practice.</p>
<b>Blake Morgan</b> <b>New Kings Court,</b> <b>Tollgate,</b> <b>Chandlers Ford,</b> <b>Eastleigh,</b> <b>SO53 3LG</b>			
<b>Wednesday</b> <b>27<sup>th</sup> September</b> <b>12.00 – 16.30</b>	<b>How to be a Black Belt Negotiator</b>	<b>Tom Flatau</b>	<p>The latest research findings in neuroscience has enabled us to know more about the human brain and how it leads the way we make decisions. Tom has leveraged specific findings relating to the prevalent human behaviours observed during negotiations. He has pioneered the Black Belt Negotiator approach which is now widely regarded as the benchmark for successful negotiation in industry. During the session Tom will explain how to achieve a profitable outcome each and every time you negotiate, as well as building lasting relationships with clients. He will explain where negotiations often go wrong and demonstrate methods to reduce bad habits, uncertainty and fear and replace them with effortless technique and confidence. As a consequence of attending this session you will further understand how the best negotiators win by getting emotional buy-in and ensuring the best possible outcomes.</p>
<b>Ordnance Survey</b> <b>Adanac Drive,</b> <b>Southampton,</b> <b>SO16 0AS</b>			

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<b>Wednesday 18<sup>th</sup> October 12.00 – 16.30</b>  <b>Ordnance Survey Adanac Drive, Southampton, SO16 0AS</b>	<b>Pioneers, philosophers and psychopaths– The psychology of leadership</b>	<b>Dr Nick Maguire</b>	Good quality evidence around successful leadership styles is not common but one useful line of research emphasises the importance of good leaders evidencing both humility and drive. These qualities need to be tensioned against each other; too much ill-considered drive without humility leads to behaviours which may be self-serving and to the cost of the organisation in staff resource. Too much humility without drive may lead to an organisation which does not engage in difficult decisions necessary to develop appropriately in the face of environmental change. These qualities and the tension between them can be expressed in terms of behaviours which have an effect on others and described in terms of psychological skills underpinning those behaviours. Making use of psychological frameworks enables the tuition of these skills and enables managers and leaders to maximise their potential and shape a more effective and efficient organisation.
<b>Wednesday 29<sup>th</sup> November 12.00 – 16.30</b>  <b>Ordnance Survey Adanac Drive, Southampton, SO16 0AS</b>	<b>Decision making in uncertain and ambiguous environments</b>	<b>Paul Bennett</b>	Making prompt and informed decisions in the volatile, uncertain, competitive and ambiguous business environment of today can be very challenging. It is easy to understand why senior managers can be overwhelmed by the volume of often conflicted information presented to them to make decisions. Today's workshop is focused on one organisation, NASA, at a critical point in its history, enabling you to explore in detail, the factors affecting the embedded decision making processes at the time.  You will investigate the systems and personalities which influenced the decisions made during the mission. We will discuss if a more collaborative approach could have made a difference to the tragic outcome. The discovery learning process which underpins this workshop moves the participants from initial taught input to one of immersion, enquiry, experimentation and exploration using the innovative Harvard Business School multi-media case study: Columbia's Final Mission.
<b>Wednesday 13<sup>th</sup> December 12:00 – 16.30</b>  <b>Ordnance Survey Adanac Drive, Southampton, SO16 0AS</b>	<b>Brexit Britain... a road unknown</b>	<b>Gavin Midgley and guests</b>	Who really knows what will happen when we finally leave the European Union? How can organisations best prepare to thrive and succeed in a post Brexit world? Even before Brexit, globalisation, connectivity and increased competition had made it increasingly difficult to create a differentiated competitive advantage in the marketplace. We will be looking to add your perspectives to those of our widely-published faculty members and business leaders to ensure today's conversation is topical, relevant and centred on real time information. We will of course reflect on and try to make sense of the column inches, government communications and expert commentary, that no doubt will have filled the news channels throughout the year. By the end of the session you will have contributed to our understanding of how Britain can flourish while navigating the many challenges and suggested opportunities of Brexit.

## Our partner organisations.....

BLAKE  
MORGAN

RNLI COLLEGE

  
Lifeboats

J.P.Morgan

 Vail  
Williams

  
CoffinMew  
SOLICITORS

 Ordnance  
Survey

 CEUTA  
GROUP of COMPANIES

RAMBOLL ENVIRON

go southcoast



## What our partners say.....

"The ELP Annual Calendar of events is always a sought after document in our organisation. The varied topics , great facilitators and the opportunity to learn from peers outside of our organisation provides a great opportunity for new thinking and insight.

*Managing Partner*

'The ELP events provide our senior management team an opportunity to get out of our environment and immerse themselves in a wider learning community. I would recommend the ELP to any company or individual who wants to hear wider perspectives and be part of a topical conversation around organisational learning".

*Assistant Operations Director*

"I attended the University of Southampton Leadership day, and it was a really valuable experience. The case study of the Columbia mission really helped to open my eyes on the benefits of effective communication in any organisation, and definitely provided me with some transferable ideas for our own business"

*Assistant Marketing and Communications Manager*

"I attended the day on Persuasion. A first class event. The speaker on persuasion was excellent. The mix between hands-on exercises, group exercises and speaking time was very well done. I left the day having learned several useful tricks and gained different perspective on the art of persuasion".

*Business Partner*

"I have attended a number of events over the last year and the variety of subject matter and quality of speakers have both been excellent. There is always a good mix of 'theory' as well as group discussion and practical application. The events are a great opportunity to get out of the office for a day and reflect on your business, think about how you can apply the topic being discussed and share ideas with people from other local businesses"

*Finance Director*

If you would like further details or a discussion about the Executive Learning Partnership or other Executive Education interventions please contact us:

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