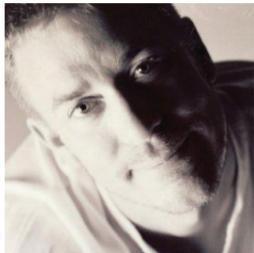


Speakers at the Henley Forum Annual Conference, Weds, 7- Thurs, 8 March 2018

| | Session Overview | Biography |
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|  <p>Professor Eddie Obeng Pentacle - The Virtual Business School</p> | <p>Thought Leader's Guide to Uncertainty</p> <p>In his thought provoking and lively talk, Eddie Obeng will firmly reframe how to interpret and respond to the current fast-changing, uncertain and ambiguous business environment. With stories and examples he will illustrate and explore how to build individual, team and organisational responses to thrive and take advantage of the challenges currently faced. He will provide guidelines on how to develop and grow capabilities for this.</p> <p>Participants will be encouraged to apply the ideas and concepts to their own situations during the talk.</p> | <p>Eddie is an educator, global TED speaker, author and visionary. An early career with Shell prepared him for globalisation and complexity. He is an entrepreneur and the Founder of Pentacle, the world's first Virtual Business School, which forces him to 'take his own medicine' and practice what he preaches, based on the premise that the world is complex and changes faster than most organisations can learn.</p> <p>Eddie has written ten books on Innovation, Change and Leadership.</p> |
|  <p>Dr Naomi Stanford PhD Organisation Design Consultant</p> | <p>Organisation design – pro-action and re-action</p> <p>Pro-action is not a commonly used word. It means taking <u>action that initiates change</u>, as opposed to acting as a <u>reaction to events</u>.</p> <p>Much organisation design work in established organisations is reactive: a response to current or forecast changes in the operating context. It is not intended to change the context – the context forces changes on it.</p> <p>Conversely organisation design in many start-ups is pro-active: it is intended to change the existing operating context but it is not clear at the outset how it might do that.</p> <p>This session explores the different approaches of reactive and proactive organisation design with the aim of generating the elements of some new and practical design techniques that participants could apply in their organisations.</p> | <p>Naomi is an expert organisation design and development. She has worked as an internal and external consultant, in public and private sectors in the UK, US, Europe, Asia and Australia, and is currently working in the UK public sector. Naomi writes books, articles and blogs on organisation design and development.</p> |
|  <p>Robin Vincent-Smith Programme, Change & Knowledge Manager Médecins sans Frontières</p> | <p>A chameleon without borders - becoming a learning organisation through opportunism</p> <p>A 4-year story of how the strategic positioning of the 'knowledge manager' role at the intersection between those responsible for organisational culture, digital workplace, learning & development and internal communication led Médecins sans Frontières (an international medical humanitarian organisation with 40,000 staff) to become (more of) a learning organisation.</p> | <p>Robin graduated in Modern Languages and worked as an Expedition Leader before joining Médecins sans Frontières (MSF) in 2003. He spent several years in the field (Ethiopia, Congo, Chad, South Africa, Liberia, ...) in Logistics and Tuberculosis Infection Control before returning to Belgium to work as a Logistics Training Officer and raise a family. In 2013 he started a 6-year mandate as Programme, Change and Knowledge Manager for the General Directorate of MSF Operational Centre Brussels with the objectives of implementing a Programme Management Office, incorporating Change Management and increasing organisational Knowledge Management maturity.</p> <p>https://www.linkedin.com/in/robin-vincent-smith-464a382b/</p> |
|  <p>Dr Jean G Boulton University of Bath</p> | <p>Embracing Complexity: a mindset for a dynamic world</p> <p>The world is complex whether we like it or not. Dr Jean Boulton will help us get to grips with what it means to say the world is complex and what it implies we should do. She will invite us to question our underlying assumptions about how the world works and to consider how we can understand it well enough to make sound judgements amidst uncertainty. She will invite us to develop a mindset to help us operate in a dynamic world.</p> | <p>Jean operates between academia and practice. She is a strategy consultant and part-time academic at both Bath and Cranfield universities. She researches, teaches, consults and writes about the implications of complexity thinking for strategy, management and policy development. Jean is author of Embracing Complexity, a book that explores complexity thinking and its implications for practice. She has been a non-executive director and trustee and senior manager for a number of organisations. Jean was a theoretical physicist before moving into the world of management and social science. She is Fellow of the Institute of Physics.</p> |

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|  <p>Professor David Pendleton Professor in Leadership Henley Business School</p> | <p>The primary colours of leadership</p> <p>Most current approaches to leadership were created in the 19th and 20th centuries when the organisational, political and technical landscapes were very different. I will suggest a new approach to leadership that has been created in and for the 21st Century. The approach I will describe is called the Primary Colours Approach and I will set out its four key propositions. We will consider the tasks leaders have to achieve, the likelihood of becoming a complete leader, the role of experience and personality in defining different kinds of strengths and limitations, and the need for working with complementary differences.</p> | <p>Psychologist, educator, consultant, and author, David completed a doctorate in Psychology at Oxford University and applies his discipline in the commercial, public and charity sectors. He is Professor in Leadership at Henley Business School and is an Associate Fellow at Oxford University's Said Business School and Green Templeton College Oxford.</p> |
|  <p>Dr Alison Carter IES Principal Research Fellow Institute for Employment Studies</p> | <p>Change-readiness as a dynamic capability</p> <p>Change readiness at an organisation whole systems perspective is described in the literature as a sustainable capacity for identifying and addressing difficult and unexpected challenges. But how can organisations' assess and improve their change-readiness? And is it actually different in practice from the sum of individuals' change-readiness? Based on a real-life case study in a large UK based organisation, this session will describe a research project comparing different training interventions (principally mindfulness-based interventions) in terms of their effect on readiness for change. The emerging results highlight change-readiness as a multi-level dynamic construct at: Individual; Interpersonal; Team or work group; Organisation; And/or all levels interacting simultaneously.</p> | <p>Alison is an IES Principal Research Fellow at the Institute for Employment Studies. She consults and researches on a range of HR, leadership development and change issues. As a critical friend, Alison has worked with senior HR leaders. Her insightful, positive and practical approach brings clients a fresh perspective on their people challenges. Alison was a Founding Director of the European Coaching and Mentoring Council (EMCC) in 2003 and is a Fellow of Chartered Institute of Personnel and Development.</p> |
|  <p>Stacey Lally Head of Delivery Q, The Health Foundation</p> | <p>Tackling wicked problems in the health service</p> <p>Q is an initiative connecting people, who have improvement expertise, across the UK. Q's mission is to foster continuous and sustainable improvement in health and care. To achieve this, we have created opportunities for people to come together and form a community – sharing ideas, enhancing skills and collaborating to make health and care better. Born out of Q, the Q Lab brings together people (members and others) over the course of a year to work on a single challenge facing health and care. The Lab uses existing knowledge to develop an in-depth understanding of the issue, develop ideas, test solutions and share learning.</p> <p>In this session we will share the story of Q and Q Labs – from how it was co-designed with 231 founding members, to its roll-out and delivery for over 2,000 members from a diverse range of professional backgrounds and from across the UK. We will also share some of the insights and challenges we've encountered while developing the learning and improvement infrastructure to support Q and Q Labs.</p> | <p>Stacey is the Head of Delivery for Q and joined the Health Foundation in 2015. Her work focusses on both the design and delivery of Q as well as the internal organisation development required for this kind of initiative. Previously Stacey's work focussed on national leadership development within the NHS and the charity sector.</p> |
|  <p>Dr Stefan Cantore Co-founder ifplace</p> | <p>Empathetic learning as a dynamic capability</p> <p>Without empathy, organisations cannot fully understand their customers' needs and may struggle to sustain long-term customer relationships. But do companies ever really empathise with the lives of their service users, and should they?</p> <p>This practical workshop is designed to engage conference participants in exploring the nature of empathy by drawing on case studies from healthcare, education and their own experience. The session will introduce key concepts and practical techniques of service co-design that enable empathetic learning. Participants will be encouraged to examine how using empathic language interacts with service behaviours and business practices, creating both challenges and opportunities for developing empathetic organisations.</p> | <p>Stefan is an experienced organizational development (OD) consultant, healthcare leader and award-winning educator. He is director of OD consultancy Converse7 Ltd. and a co-founder of design and learning consultancy ifplace. Stefan brings expertise in appreciative inquiry and conversational approaches to thinking about the future of learning.</p> |

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|  <p>Dr Mark Gatenby Co-founder ifplace</p> | <p>Empathetic learning as a dynamic capability As above for Stefan Cantore</p> | <p>Mark is a service design and learning specialist and co-founder of design and learning consultancy ifplace. He has worked in various UK HE institutions, most recently as Associate Professor and Director of Undergraduate Education at the University of Southampton. Mark brings knowledge and inter-disciplinary research expertise in pedagogy, organisation theory, and participatory design.</p> |
|  <p>Dr Sharon Varney Director Henley Forum</p> | <p>Engaging with and working through complexity – a practical approach</p> <p>Organisational complexity is increasing and it's a one-way street. During 2017, one Henley Forum project team has been taking complexity seriously. Over the past 9 months, they have been applying some key sense-making tools and frameworks to help them engage with and work through complexity in their own organisations.</p> <p>In this report back session, Dr Sharon Varney and members of the project team will share some of their key learning and insights about taking a practical approach to complexity.</p> | <p>Sharon is a practising OD consultant and Director of the Henley Forum at the Henley Business School. She works at a strategic level, helping to create more effective organisations and engages at a very human level supporting people to manage personal change and transition.</p> |
|  <p>Professor Jane McKenzie Henley Business School</p> | <p>Embracing difference</p> <p>Change agents operate constantly in complex conditions: As they work to reconfigure roles, routines, and rhythms of work, they disrupt established patterns of behaviour, unsettle people's sense of security and emotional equanimity. Some people react well to the new and different, for others it triggers resistance or at best a luke warm yes.. but reaction. In this 2017 Henley Forum project, five change agents came to a Research Summit where they explored ways to encourage others embrace difference with a yes... and response.</p> <p>In this report back session, Jane will share some key learnings from participants practice as they applied key insights gleaned during the Research Summit.</p> | <p>Jane has been involved with the Henley Forum since it started in 2000. She has recently published a book on Academic Practitioner relationships which features a chapter on the Henley Forum research. She enjoys researching with Forum members and over the years has led projects on a diverse range of topics. She supervises and mentors doctoral candidates most of whom are senior business executives.</p> |
|  <p>Dr Christine Van Winkelen Henley Forum</p> | <p>Energising knowledge sharing in today's workplace</p> <p>In this report back session, Christine van Winkelen will share insights from Henley Forum practical research into how to improve knowledge sharing in today's workplace. In the face of increasingly complex boundaries across which knowledge has to flow and critical gaps in knowledge due to ongoing change, finding ways to stimulate proactive knowledge sharing behaviours in a multi-generational workforce has never been more important.</p> | <p>Christine has worked with the Henley Forum since its formation in 2000, leading research projects and supporting member activities. She teaches on MBA and executive education programmes at Henley Business School and elsewhere and also has her own consulting business helping organisations strategically manage knowledge.</p> |