

**THE HENLEY FORUM:
DEVELOPING DYNAMIC ORGANISATIONS**

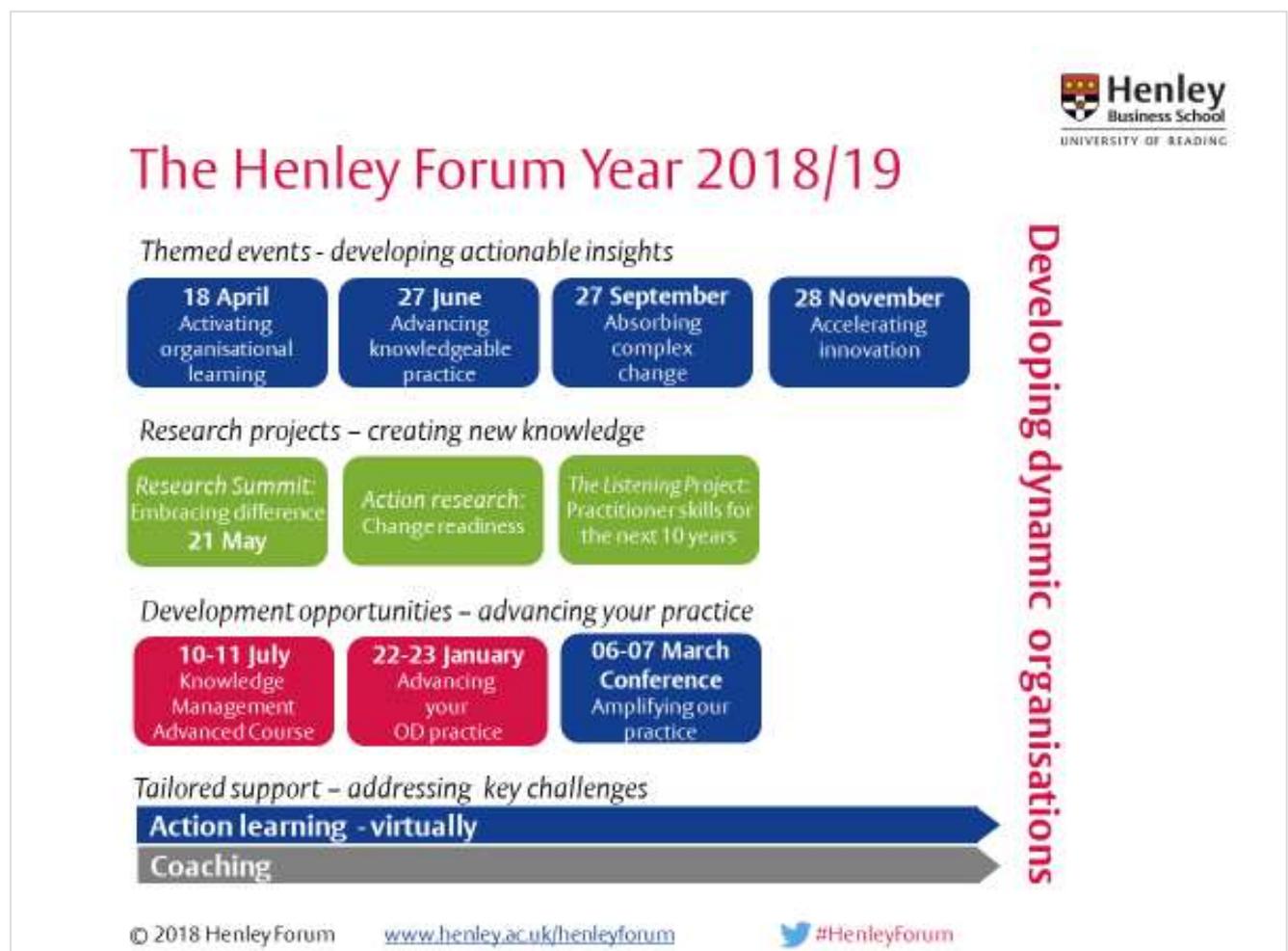
In 2018/19, the Henley Forum will continue to offer our Members a comprehensive programme of research and development, designed to **advance practice in knowledge, learning and change**. Our Forum brings thoughtful practitioners and practical academics together to create new insights into challenging organisational issues.

Our programme is designed to help Member organisations activate and integrate their knowledge, learning and change-abilities, enabling them develop the essential dynamic capabilities they need to survive and thrive in challenging and rapidly changing conditions.

We also help practitioners in knowledge management, learning and performance, OD and change to challenge their thinking and to **advance their professional practice**.

This paper outlines our 2018/19 programme. Full details of all our events will be published at www.henley.ac.uk/henleyforum

Join us to join in the conversation.



The infographic titled "The Henley Forum Year 2018/19" features the Henley Business School logo in the top right corner. A vertical red banner on the right side reads "Developing dynamic organisations". The content is organized into four main categories:

- Themed events - developing actionable insights:** Four blue boxes represent events on 18 April (Activating organisational learning), 27 June (Advancing knowledgeable practice), 27 September (Absorbing complex change), and 28 November (Accelerating innovation).
- Research projects - creating new knowledge:** Three green boxes represent projects: "Research Summit: Embracing difference" (21 May), "Action research: Change readiness", and "The Listening Project: Practitioner skills for the next 10 years".
- Development opportunities - advancing your practice:** Three boxes represent courses: "10-11 July Knowledge Management Advanced Course", "22-23 January Advancing your OD practice", and "06-07 March Conference Amplifying our practice".
- Tailored support - addressing key challenges:** Two horizontal bars represent "Action learning - virtually" (blue) and "Coaching" (grey).

At the bottom, it includes the copyright notice "© 2018 Henley Forum", the website "www.henley.ac.uk/henleyforum", and the Twitter handle "#HenleyForum".

HENLEY FORUM EVENTS – KEY DATES FOR YOUR DIARIES

- **Henley Forum themed meetings** help participants explore real-life challenging issues. Using a range of inputs and workshops, we encourage participants to develop actionable insights to address challenges in their own organisations
- Our programme of Henley Forum themed meetings is reserved for Members only.

DATE	EVENT	PROVISIONAL PROGRAMME INCLUDES ¹
Wednesday 18th April	Henley Forum Themed Event <i>Activating organisational learning</i>	<ul style="list-style-type: none"> ▪ Learning from Big Data – Simon Atkinson, Chief Knowledge Officer, Ipsos ▪ The nuts and bolts of Learning Transfer - Paul Matthews, People Alchemy ▪ Action Learning Virtually (workshop) – Michael Craven, Henley Forum ▪ MEMBERS SHOWCASE: A case study of Embedding Lessons Learned – Christine Astaniou, Knowledge & Learning, Financial Conduct Authority ▪ Coaching for organisational learning – Dr Jonathan Passmore, Director of Henley Centre for Coaching <p>Members have TWO places included. Book now with Marina</p>
Wednesday 27th June	Henley Forum Themed Event <i>Advancing knowledgeable practice</i>	<ul style="list-style-type: none"> ▪ Knowledge Management Room 101 (workshop) – hosted by Tim Andrews, Stretch Learning. Expert panellists include: Chris Collison, Knowledgeable Ltd; Cora Newell, KM Insight Consulting ▪ Preparing for tomorrow, the ISO KM standard and you - Patricia Eng & Paul Corney, Knowledge et al ▪ MEMBERS SHOWCASE: Enabling the magnet for talent, building our Learning and Knowledge function – Ceri Hughes, Director, Head of Learning, KPMG UK <p>Members have TWO places included. Book now with Marina</p>
Thursday 27th September	Henley Forum Themed Event <i>Absorbing complex change</i>	<ul style="list-style-type: none"> ▪ Survival of the friendliest - Paul Skinner, Author, The Collaborative Advantage ▪ The Liminal Space between Knowledge & Change – Chris Collison, Knowledgeable Ltd ▪ Integrative conversations for change - Katherine Woods, Meeting Magic ▪ Public Service Transformation – Benjamin Taylor, RedQuadrant ▪ MEMBERS SHOWCASE: A global change challenge – Sarah Bean, Head of Performance & Culture, HSBC <p>Members have TWO places included. Book now with Marina</p>
Wednesday 28th November	Henley Forum Themed Event <i>Accelerating innovation</i>	<ul style="list-style-type: none"> ▪ Innovation Hackathon – Hosted by Annette Hexelschneider, wissendenken [knowledge thinking], supported by Chris Collison, Knowledgeable Ltd ▪ Innovating faster, stronger and better together – Nancy Kinder, Connect & Share Consulting ▪ MEMBERS SHOWCASE: Knowvember – Darryl Wing, Director, Knowledge Management, Fluor Limited <p>Members have TWO places included. Book now with Marina</p>

¹ Programme may be subject to change. For details and updates visit: www.henley.ac.uk/henleyforum

HENLEY FORUM PROFESSIONAL DEVELOPMENT – KEY DATES FOR YOUR DIARIES

- **Henley Forum 2-day development programmes** are designed to help advance professional practice in Knowledge Management and Organisation Development
- **Our flagship Annual Conference** attracts a world-class line up of practical academics and thoughtful practitioners ready to share their diverse experiences and insights. In 2019, our Conference theme is *Amplifying our practice*
- Places at these key events are included in the annual Membership package
- We *welcome non-members* (fees apply.)

Our programme for 2018/19:

DATE	EVENT	HIGHLIGHTS
10-11 July	Knowledge Management Advanced Course <i>Improve your practice. Practice your improvement</i>	<ul style="list-style-type: none"> ▪ We have refreshed our well-regarded Advanced Knowledge Management Course for 2018 ▪ Chris Collison, Knowledgeable Ltd, will lead this popular programme as it returns for its 7th year ▪ If you attended this course more than 3 years ago, you might want to come back for a refresher <p>Members have TWO places included. Book now with Marina to secure your place</p> <p>Open to non-members (fees apply)</p>
22-23 January, 2019	Advancing your OD practice <i>Develop your OD mindset & skillset</i>	<ul style="list-style-type: none"> ▪ The word is out! Our Organisation Development programme is beginning to make quite a name for itself ▪ Advancing your OD Practice returns for its 3rd year ▪ Delivered by two leading OD practitioners: Dr Sharon Varney, Henley Forum & John Hovell, Stratactical <p>Members have ONE place included. Book now with Marina</p> <p>Open to non-members (fees apply)</p>
06-07 March, 2019	19th Annual Conference <i>Amplifying our practice</i>	<ul style="list-style-type: none"> ▪ We are already working to secure in-demand speakers for our 2019 Annual Conference ▪ If you have any ideas for speakers, please let us know <p>Members have TWO places included. Book now with Marina</p> <p>Open to non-members (fees apply)</p>

HENLEY FORUM RESEARCH & ACTION LEARNING – SIGN UP NOW!

- Our research is leading-edge, designed to develop new knowledge and practical insights that help Member organisations to activate their full dynamic potential.
- We focus on the more difficult organisational challenges facing our Members
- Participation in our Research and Action Learning can offer significant benefits for the people and organisations involved
- There are various ways to take part:
 - **Research Projects** offer participants both individual and organisational development over a period of several months
 - **Research Summits** enable participants to immerse themselves in a topic for a full day. They may include pre-work e.g. a phone call, pre-reading and/or follow-up e.g. applying tools and insights, phone interview
 - **NEW FOR 2018** – an even easier way to get involved in Henley Forum research is to take part in our 'Listening Project'. It takes < 30 minutes and is integrated into our 1-day events
- Our programme of Henley Forum research and Action Learning is reserved for Members only.

DATE	EVENT	OVERVIEW
21 May	Research Summit <i>Embracing difference for change</i>	<p><i>A research summit for change agents: Exploring how to encourage acceptance of different ways of working.</i></p> <p>Are you meeting resistance to alternative working practices or new ideas? How often do you hear 'yes but...'?</p> <p>Reconfiguring roles, routines and rhythms of work is disruptive. Demands to do things differently tend to upset people's accustomed behavioural patterns, sense of security and emotional equanimity. Some individuals and groups react positively to the chance to change, some have a negative response.</p> <p>Professor Jane McKenzie will lead this 1-day Research Summit, which will examine the underlying reasons for resistance and explore some tools and techniques designed to open people's eyes to the virtues of the new and different.</p> <p>You will leave with full instructions on how to use each of the techniques practiced during the Summit, so you can integrate one or more of them into your practice as you work to advance change activities in your own organisation.</p> <p>Then you will be asked to participate in a one hour follow-up interview about your experience of applying the different approaches in your change context.</p> <p><i>Project lead: Professor Jane McKenzie</i></p>

DATE	EVENT	HIGHLIGHTS
Various	<p>The Henley Forum Listening Project</p> <p><i>Knowledgeable Practice for the next 10 years</i></p>	<p>Have your say... We want to understand what key qualities and skills you have relied on in doing your best work. And we'd like to invite you into a conversation about what qualities and skills you think will become most important for practitioners, like yourself, over the next 10 years.</p> <p>Getting involved is easy. Everyone who comes to our 2018 Henley Forum events will be invited to complete a short, written survey during the day. We will also be inviting volunteers into our Listening Project booth to have a conversation about critical qualities and skills for the next 10 years.</p> <p>If you are not able to attend our events, you can still get involved. Just email sharon.varney@henley.ac.uk for a survey.</p> <p><i>Project lead: Dr Sharon Varney</i></p>
26 June & 27 November (TBC)	<p>Research project</p> <p><i>Building change-ready, change-able teams</i></p>	<p>Having change-ready, change-able teams is at the heart of any organisation's dynamic capability. In practice, however, we know that change can engender both resistance and overload in the people involved, and that teams often don't feel ready and able for change.</p> <p>So, developing a better understanding of the underpinnings of change-ready, change-able teams stands to benefit <i>both</i> organisations <i>and</i> the people involved.</p> <p>We will be exploring the question of developing change-able teams from two perspectives:</p> <ol style="list-style-type: none"> 1. contextual conditions that contribute to change-readiness and change-ability at a team level 2. personal attributes that contribute to change-readiness and change-ability of teams. <p>We are looking for established teams who are already involved in change – either as initiators or recipients of change. The teams may be at different stages in the change journey. What is important is that they have some history of working in that team to reflect on.</p> <p>Benefits: Participants will gain practical insights into the qualities and attributes of change-ready, change-able teams.</p> <p>Logistics: We will run a 1-day workshop at Henley in June to scope out the project with participants and agree the detailed approach. Following the workshop, we expect to reach out to the change teams with interviews and questionnaires. A second 1-day workshop in November will share emerging findings.</p>

		<p>Interested? If you are interested in finding out more, please email henleyforum@henley.ac.uk Either Sharon or Alison will arrange to call you.</p> <p><i>Project leads: Dr Sharon Varney, Henley Forum & Dr Alison Carter, Principal Research Fellow, IES</i></p> <p>This is a joint project with IES (Institute for Employment Studies) HR Research Network. IES is a leading independent centre for research and evidence-based consultancy. They provide insights on employment and human resource management topics to help improve policy and practice.</p>
<p>May- January</p>	<p>Action Learning virtually</p> <p><i>Maximising value, for you</i></p>	<p>Action Learning is seeing a resurgence of interest. This year we would like to develop the potential of Virtual Action Learning, helping you to create the maximum knowledge value from your Henley Forum membership.</p> <p>The best Action Learning outcomes come from larger groups and we would like to encourage you to join a set even if you haven't taken part before. The topics will be defined by members and they may change each set meeting. They could include:</p> <ul style="list-style-type: none"> ▪ A challenge or new work area where you would benefit from peer learning, support and reflection as you attempt to change things ▪ Reflection and learning from a Henley Forum research project you are involved with ▪ Career development and transition ▪ Moving insights from Henley Forum presentations to a workable project and implementation. <p><i>Logistics:</i></p> <p>We will meet virtually – so taking part is both cost and very time effective. There are 8 members maximum per set.</p> <p>5 x 3-hour meetings a year. Just 15 hours with huge personal development potential!</p> <p><i>Action learning lead: Michael Craven</i></p>

ACTION: There are sign-up sheets for all the above in the IOD conference room during our Annual Conference. So, get your names now, or email [Marina](#) by **31st March**. Members may take part in all the Research activities and Action Learning groups.