

Change through People

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SCOTTISH LEADERSHIP FOUNDATION

21st - 25th May 2007

New Lanark

People - key to the challenge of change

Learning how to achieve change success

Join SLF's 'Change through People' programme to work through the challenges you are facing with practitioners and peers.

This programme suits all learning styles with an emphasis on strategies and practical approaches to achieving change.

During the week long programme you will examine your own leadership style and strengths, while learning the advantages that contrasting styles can offer, you will also focus on how you can best engage other people - particularly people with different profiles to your own - and how you can sharpen your leadership with others. You will have the opportunity to explore a range of change models and evaluate the best fit for your challenge, while exploring significant case studies, and actively experimenting and evaluating with colleagues.

If you have significant responsibility for developing or implementing change, you will benefit from the programme by:

- ▶ significantly improving your understanding of how to achieve change success
- ▶ fully share experiences in action learning sets with others facing equally significant challenges
- ▶ work with experts in the field of change
- ▶ identify and explore practical ways forward in dealing with change
- ▶ improve your confidence and capacity to deliver successful change

Sharing heritage of leading change

Industrialist Robert Owen's pioneering approach to employment could well have been the first 'Change through People' programme, says Gerry Gillen, SLF's recently appointed Programme Manager.

"There is something very fitting, that our 'Change through People' programme takes place at the World Heritage Site of New Lanark, close to the Falls of Clyde.

The modern SLF Programme is sharing space with the heritage that was created by Robert Owen. His radical approach to employment conditions led to a co-operative and holistic approach to the way people worked and lived together".

Gerry says: "Delegates will experience a full and stimulating week with the help of superb external speakers, project stimulation, exploration of change models, and self-awareness raising through 360° profiles

Who Should Apply?

This programme will help you if you and/or your colleagues work in the public or voluntary sectors and have significant responsibility for developing or implementing change as part of your role.

Venue

The programme is delivered in New Lanark Mill Hotel, New Lanark. The location, a world heritage site is a 1hr drive from Edinburgh, Glasgow and Stirling. This is a residential programme.

Cost

The cost is £1250 + vat for Scottish Leadership Foundation Members and £1675 + vat for Non-Members. Travelling costs to and from the venue are not included.

During the week you will, with the help of experts, practitioners and peers, work through your challenges of headings that will take you from consideration of the 'big picture' possibilities of change and how this

Facilitators

Gerry Gillen



Gerry is Programme Manager for the Scottish Leadership Foundation. Gerry joined SLF in September 06 from Fife Council bringing with him a wide experience of successfully leading organisational Change and Leadership Development in both the private and public sector, having worked in local government, education

and co-operative development. He is a skilled facilitator, mediator and presenter.

Gerry has a Masters Degree in education, is a Level 2 practitioner of the Myers Briggs Type Indicator psychometric tool and is a member of the British Psychological Society. He has a strong interest in leadership development particularly within public organisations and in the attitudes and behaviours that contribute to excellent leadership.

From Co-operative Development in South Pacific, Educational Development in Bulgaria and Organisational Development in Scotland, Gerry brings a considerable range of experience to his relatively new position at SLF.

Julia Parker



Julia is Senior Consultant - Organisational Development for the Scottish Leadership Foundation. Julia leads on experiential learning and evaluation practice. She started her career in hotel management during the early 70's, moving to the Hotel & Catering Training Company in 1984 where she was part of the

small business start up training team and led on trainer training.

Julia joined Tayside Health Board in 1991 to head up the Tayside wide training function. During her 13yrs in Tayside she extended her portfolio and worked with members of the board and senior management teams to support leadership, management, team development and organisational change.

Julia enjoys the opportunity to work with individuals and teams across the range of public sector organisations especially through experiential learning where, she believes, people can gain the richest learning experience.

Rachel McGregor



Rachel is a Learning and Development professional. Her current role is Leadership Development Advisor in the Scottish Executive, focusing on talent management and fast stream development. She has worked for the Scottish Executive for 5yrs; her previous post was as a Policy Skills Trainer, where she took a lead role in developing the policy and facilitation skills of 100's of staff. Prior to joining the Scottish Executive, Rachel worked for the Food Standards Agency where she coordinated responses to Food Hazard.

Before joining the public sector Rachel worked as an IT and Knowledge Management Consultant for a consultancy firm in Aberdeen working with staff in oil companies such as BP, Shell and Amerada Hess to introduce new ways of working. She gained her IT skills working as an Instructor in a Further Education College where she taught young adults with special needs how to get the most from their computers. Her interest in the public sector comes from studying Politics at the University of Strathclyde.

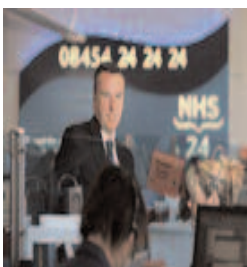
Speakers

Models of Change



Way-yin Hatton - is Chief Executive of NHS Ayrshire & Arran and describes her role as 'creating an environment to succeed'. She joined the NHS in 1974 with Sunderland Area Health Authority. She has since worked in a variety of challenging posts in different sectors in the healthcare field in Wales, London, Essex, Suffolk and Birmingham. She chairs the Scottish Executive Health Department's Diversity Task Force and Ministerial Action Group on Maternal Health. Wai-yin is committed to continued professional development. She enjoys encouraging others to realise their aspirations and actively promotes personal development as a manager and acts as a mentor.

Leading Change in the Spotlight



John McGuigan - joined the NHS 24 as Chief Executive in 2005. He started his career in the Civil Service with posts in Edinburgh, London and Newcastle. During his time in the Civil Service he was seconded to Arthur Andersen Consulting and Digital Computers Europe. In 1992 he joined Scottish Enterprise working in the strategy group where he led Social Inclusion and European Affairs. On completing his employment with Scottish Enterprise, he worked as a consultant for the European Commission supporting the development of a per accession economic strategy for Poland. In 1996 he joined Frontline

Consultants becoming a Director in 2000. Whilst at Frontline he managed a range of key clients including Cabinet Office, Department of Constitutional Affairs, Shell Europe, NHS Scotland, Buccleuch Estates and DTI.

using a wide variety of different thinking and approaches. The framework used falls under a number relates to the task before you, through to practical outcomes - what you need to do from here.

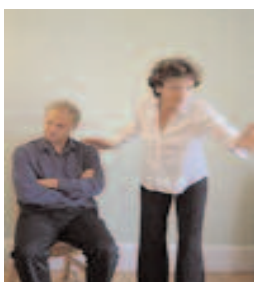


Making Modernisation Work

Dr Su Maddock - is a director of Northwest Change Centre, Manchester Business School and has been active with the public sector many years, as a social entrepreneur, consultant, policy-maker and researcher. She arrived at Manchester Business School in 1985 to work for the Centre of Local Economic Strategies and later became director of a community enterprise development agency. She was Equality Advisor for the NW Regional Health Authority where she was responsible for equality targets and mainstreaming change. Sue is advisor on Leadership, Change & Innovation to the National School of Government in the Cabinet Office until December 2007.

Musical Leadership

SensoRhythm - specialise in team drumming events that are uniquely designed to make the attainment of business skills fun. For the past 6 years they have been using the exceptional learning power of drumming to develop transformational leaders, enhance creativity, reduce stress and advance dynamic teams. The fact that the majority of participants will have had little or no experience in drumming is irrelevant to the success of the exercise. Through inspirational coaching, team members unite to form a samba band, swaying to Brazilian rhythms in a matter of minutes.



Walking the Talk of Change

Forum Interactive Ltd - is Scotland's leading theatre based learning and development consultancy, which was founded in 1998. Our team combine skills in research and evaluation, psychology and experiential learning with skills of trained actors and theatre professionals. We create uniquely powerful events that explore and develop understanding of confidence in dealing with the difficult issues involved in relationships and the way people work together. We work across many areas including leadership, diversity, dignity at work, organisational development, change and empowering frontline staff.

How do you Need to Change to Lead Change?

Eddie Obeng - previously an Executive Director at Ashbridge Management College, founded Pentacle The Virtual Business School in 1994. At Pentacle, Eddie developed an approach to management that is designed for the complex and fast changing world we live in. His New World Management Approach (NMA) focuses on simple, effective, easily applied solutions that are the only way that business organisation can be effective in a complex world. Eddie's assignments have included creating virtual (matrixed) strategy development, organisations, leadership making organisations innovative, improving project and change delivery, improving market focus and business and performance enhancement.



Your Role in Change and taking the Learning Back

Mark Mawer - gained 10 years experience in consultancy and senior HR roles with Standard Life, Bank of Scotland and Hay Management Consultants. He set up his own consultancy in 1999 and now spreads his unique philosophy for succeeding in the modern workplace across the UK. He describes coping with the uncertainty and the pressures of the modern workplace as being like trying to swim in 'white water rapids'. His philosophy shows how to thrive in this environment. He equips individuals and organisations with the skills to turn in the 'white water' workplace from a daily struggle to cope into an exhilarating and rewarding role.

Future Programme Dates

5th - 9th November 2007

12th - 16th May 2008

10th - 14th November 2008

Change through People Residential Programme 21st - 25th May 2007

Monday 21st	Tuesday 22nd	Wednesday 23rd	Thursday 24th	Friday 25th
<p>Morning Travel to venue, registration & coffee from 9.30am</p> <p>10.30 - Start Welcome, introductions and the Change Framework for the week. <i>Gerry Gillen</i> <i>Julia Parker</i></p> <p>10.45 - IDI Presentation Leadership Styles <i>Robin Burgess & Julia Parker</i></p> <p>12.00 - IDI Profiles</p> <p>12.20 - Exploration of IDI in group with exercises <i>Julia Parker</i></p>	<p>8.15 - Review 8.45 - Action Learning Sets participants co-consult on their own challenge</p>	<p>8.15 - Review 8.45 - Action Learning Sets participants co-consult on their own challenge</p>	<p>8.15 - Review 8.45 - Action Learning Sets participants co-consult on their own challenge</p>	<p>8.15 - Review</p>
	<p>10.15 Break</p>	<p>10.15 Break</p>	<p>10.15 Break</p>	<p>9.00 Your Role in Change <i>Mark Mawer</i></p>
	<p>10.45 Making Modernisation Work <i>Dr Su Maddock</i> <i>Research Fellow</i> <i>Director of North West Change Centre</i></p>	<p>10.45 Leading Change in the Spotlight <i>John McGuigan</i></p>	<p>10.45 How do you need to Change to Lead Change? <i>Eddie Obeng</i></p>	<p>11.00 Taking the Learning Back <i>Mark Mawer</i></p> <p>12.00 Letter to Self Group Feedback Review & Evaluation of Programme <i>Julia Parker</i></p>
<p>1.00 Lunch & Free Time 1.50 Tea & Coffee</p>	<p>1.00 Lunch & Free Time 1.50 Tea & Coffee</p>	<p>1.00 Lunch & Free Time 1.50 Tea & Coffee</p>	<p>1.00 Lunch & Free Time 1.50 Tea & Coffee</p>	<p>1.00 Lunch & Finish 2.00 Depart & Travel Home</p>
<p>2.00 Models of Change Creating a shared understanding of what we know about change models <i>Wai-yin Hatton</i></p>	<p>2.00 IDI Adaptability <i>Julia Parker</i> <i>Gerry Gillen</i></p>	<p>2.00 Walking the Talk of Change Theatre based activity <i>Forum Interactive</i></p>	<p>2.00 How do you Need to Change to Lead Change? <i>(continued)</i></p>	
<p>4.00 Break</p>	<p>3.00 Break</p>			
<p>4.15 Sharing Your Change Challenge Action Learning introduced <i>Julia Parker</i></p>	<p>3.15 Taking People with You Executive Information System (EIS) Simulation <i>Morag Henderson</i></p>	<p>5.00 Review of session's learning</p>	<p>5.00 Review</p>	
<p>5.00 Break</p>	<p>5.45 Break</p>	<p>5.30 Break</p>	<p>5.30 Break</p>	
	<p>6.00 Continue EIS & Review</p>			
<p>7.00 Dinner</p>	<p>8.00 Dinner</p>	<p>6.30 Dinner</p>	<p>7.00 Last Evening Dinner</p>	
<p>8.30 Optional Session The Story of New Lanark <i>Lorna Davidson</i> <i>Deputy Director of New Lanark Conservation Trust</i></p>	<p>FREE EVENING</p>	<p>8.00 Musical Leadership <i>Sensorhythm</i></p>		