



Institute of
Human Excellence

Cultivating Human Excellence in People and Organisations

HUMAN EXCELLENCE FORUM 2006 “LEADING TO ACTION” JUNE 20th

A one-day forum to explore, inspire and galvanise a new way of leading, followed the next day by an optional one-day workshop, on putting it all into practice organised by the Institute of Human Excellence.

www.ihexcellence.org

The State Library of New South Wales, Sydney, Australia

The vision of the Institute is to have a profound impact on the role, performance, attitudes and behaviours of corporations and other organisations, such that they become expressions of human excellence in achievement, in progress, in social contribution, in stakeholder care, and in environmental responsibility. Essential to achieving this is the pursuit of new standards of leadership encompassing values driven decision making, high sense of ethics and a willingness to learn, and to develop self and others.

The Forum is an opportunity to hear, interact and debate with those business thought leaders that live this and are helping others to do the same. The intention is to inspire corporate executives to undertake initiatives with a broadly similar purpose by providing them with ideas, examples and tools. It is also for those who see themselves as change agents in any sector to help them to achieve such objectives with a more whole system approach. A workshop will be held the following day for those who wish to delve more deeply into the concepts and to interact and even plan with others their own initiatives.

Forum Day, June 20th: Leading to Action – Dialogue with Thought Leaders

Location: Dixon Room, The State Library of New South Wales





PROGRAMME SCHEDULE:

9:00 Registration and coffee

9:30 Setting the scene for leaders, and for the day

SIR JOHN WHITMORE

John will set out the purpose and process of the day, and provide a context and reason for the urgent need to re-examine the leadership qualities needed in organisations today. Globalisation, transparency, social, economic and environmental uncertainty demands a new approach, new qualities and new skills both in the corporate and the not-for-profit sectors.

Sir John is the Chair of IHE and Performance Consultants International. He lectures and gives seminars on leadership, coaching and whole system change in many countries. He has published five books of which one is a best seller in 17 languages. He is also a sports psychologist, a film-maker and a pilot and he was a British and European Champion racing driver in the 1960s.

9:50 How are you as a modern leader?

NORMAN DRUMMOND

Norman returns to Australia to help us address the question of 'How are you as a modern leader?' Norman's previous writings have posed three questions 'Who are you?' 'Why are you living and working in the way that you are?' and 'What else might you yet become and do with the rest of your life?' Norman will assert that there is all the difference in the world between acquired learning and intuitive wisdom. He will invite new modern leaders to start from where other people are, realising that "Our task is not to put the greatness back into humanity but to elicit it for the greatness is there already".

Norman is one of the most interesting and talented Scots of this generation. He is the former Chaplain to the Parachute Regiment and the Black Watch in Scotland; a former Governor of the BBC in Scotland and Chairman of the BBC 'Children in Need' project. He is uniquely qualified to speak on issues of values-leadership and ethics and has inspired many of the world's top business people to radically change their approach to work and life. Norman is the author of 'The Spirit of Success', a best seller published in the UK this year.

10:25 Top team leadership development:

A Journey for Datacom KIRSTY HUNTER

Datacom is one of the fastest growing wholly owned IT services company in the Asia Pacific region, competing successfully with their larger global competitors. Kirsty will speak on Datacom's leadership development journey, and the transformation she and her top team have experienced in a short period of time. She will share stories of their journey, the learning of the business process and organisation structure involved, and the case illustration of performance model and tools used. She will also describe her vision going forward to inspire other leaders to build stronger, more sustainable, and highly successful organisations in Australia.

Kirsty is a company director of Datacom. She has been working in the IT outsourcing environment of Datacom for the last 12 years, supporting both large global and regional vendors with contact centre solutions. She joined Datacom in 1994 since when the company has grown from 100 to over 500 employees in Sydney alone, which brought many challenges. She has worked in South East Asia and New Zealand, building operational capability from Jakarta to Hong Kong, and remains responsible for Datacom's business activity in the Australasian region.



11:00 Coffee Break

11:15 Building values-based leadership

NIRAN JIANG

Niran will assert that only when managers gain the capability of values-based leadership can they create the future they envision for their organisations. Without this, they tend to make decisions based on redundant beliefs and past experiences that significantly limit the growth of an organisation. Niran will show how to work with organisations to build values based leadership capacity through in-depth individual and group processes that enable each leader to discover and develop his/her own unique leadership qualities. She will illustrate how this can best be accomplished through an expanded use of the Richard Barrett's Values Assessment model.

Niran is the co-founder of IHE. Formerly an executive at Coca Cola and S.C. Johnson, she worked in the USA and Australia as a corporate specialist in strategic planning and innovation. She established high performance records for multiple global brands in her career, and played a key role in achieving the largest acquisition at S.C. Johnson in the company's history. She has an MBA from University of California, Los Angeles and taught International Finance and Trade as a Professor at ShenZhen University, in China.

11:50 Questions and Discussion

with Kirsty, Niran and Norman

12:25 Liberating your own leadership qualities and capability

An experiential session with Sir John Whitmore. John will use Transpersonal exercises to enable participants to contact the deeper qualities and values that they possess, but are not always aware of. Once uncovered these can never fit back into the box. The group will have the opportunity to discover where and how they can start to apply them.

1:00 Lunch

2:00 Intergrating corporate and social leadership

MICHAEL TRAILL

Michael will share with us the principles, and some inspiring examples of, corporate socially responsible leadership and positive actions in society, as fostered and promoted by venture philanthropy organisation Social Ventures Australia. The benefits are many, and mutual when heads and hearts are connected between the profit and not-for-profit sectors.

Michael brings his unique perspective on issues of work-life balance and the interaction between corporations and the community - drawn from the two very different worlds he inhabits. Michael joined SVA in 2002, after 15 years as a co-founder and Executive Director of Macquarie Bank's venture capital arm, Macquarie Direct Investment. Michael holds a BA (Hons) from Melbourne University and an MBA from Harvard University.





2:45 Emergent leadership qualities

SAM MOSTYN BA LLB

Sam will share with us her latest thinking about the key leadership role women can play in business today through their natural capacity for intuition/collaboration. They need to find their inner wisdom and play a bigger leadership role in the community/society from that place. Sam will refer to the role that business needs to play in society drawing upon her involvement with IAG and in a very broad range of other contexts.

Sam is the Group Executive, Culture & Reputation at Insurance Australia Group where she has responsibility for managing the Human Resource, Organisational Effectiveness, Corporate Affairs, Government Relations & Policy, Corporate Sustainability and Community Engagement functions. Her team has developed a corporate, social and environmental sustainability plan for IAG with particular focus on integrating the company's internal cultural issues and business planning with external customer, corporate and community activities. She is a member of the NSW Premier's Greenhouse Advisory Panel, a Board member of the Sydney Theatre Company, Centenary Institute, and the Redfern-Waterloo Authority.

3:30 Tea Break

3:45 Human Excellence - making it happen

With a panel of all the speakers who will fully engage the audience in an Open Space process to enable everyone to clarify what they will take away from the day, and how they will initiate it and maintain it thereafter. The intent of the day is to move people beyond talking shop theories of change limited to silos, to inspiring them to initiate action for whole system change for the benefit of themselves, their organisation and for society at large.

4:45 Summary

5:00 Forum Day Close

Human Excellence Forum 2006 is sponsored by venture philanthropy organisation Social Ventures Australia.





FORUM WORKSHOP, LEADING CULTURE CHANGE JUNE 21st

Location: Sumitomo Room, The State Library of New South Wales

Seminar facilitators: Niran Jiang and Sir John Whitmore

Time: 9am - 5pm

The purpose is to equip business and other sector organisation leaders with an understanding of the tools and methodologies that they can use to initiate and sustain a programme of culture change.

The participants will be up to 15 corporate or organisation leaders who are committed to a process of culture change or who are considering so doing.

The programme will commence with an exploration of the wider context for change. Leaders are often clearer about the need for moderate internal changes in their organisation, and even for larger-scale restructuring as their industry changes or new technology comes on stream. They are often not so aware of their own need to change, nor of the social, psychological or global circumstances that demand consideration and sometimes a prompt response.

There will then be a presentation on how to build cultural capital by creating a vision guided, values driven organisation that meets the changing needs and expectations of staff. This will include taking a detailed look at the use of a widely adopted values assessment tools that provides a wealth of crucial information on which the subsequent interventions can be based.

The process will involve sharing and discussion as well as some experiential exercises. Participants will have the opportunity to use the method to do a self-assessment exercise that will be debriefed. The following bullet points list some of the areas that will be covered and some of the outcomes that can be achieved by the use of this tool.

- Developing the design and monitoring of the change programme
- Mapping the strengths and weaknesses of an organisation culture
- Clarifying the gap between current and desired cultural values
- Developing leaders through workshops, feedback and coaching
- Increasing employee motivation, engagement and performance



TO REGISTER:

Human Excellence Forum - 20th June

It is designed as an exclusive, interactive forum to enable peer learning, deep dialogue and fierce conversation. Cost to attend this event is Au \$ 990 GST inclusive.

Forum Workshop - 21st June

(This workshop is limited to 15 people only, taken in order of registration)

It is designed for a small group of senior executives, co-facilitated by Sir John Whitmore and Niran Jiang, for depth, experiential learning tailored to each individual's needs. The cost to attend this workshop is Au \$1295 GST inclusive.

Registration

[Click here to register online](#)

For more Information

Please contact Alex Feher:

Telephone +61 (0) 2 8211 0618

Facsimile +61 (0) 2 8211 0555

Email alex@ihexcellence.org

Mobile +61 (0) 419 605 349

Institute of Human Excellence reserves its full right to change or cancel the program.

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