

Executive Learning Partnership 2018

Executive Education at Southampton Business School

Southampton Business School is an internationally recognised Business School with worldwide influence in education and with research that leads to real-world business impact.

How we achieve this:

World-class, widely-published faculty and practitioners with international business experience to ensure learning is relevant and centred around the latest thinking and practice.

Learning design innovation, creating impactful, practical and challenging learning processes which move participants from insight to action.

Access to world-class research and uncompromising knowledge transfer to stimulate thinking beyond 'business as usual'.

Executive Learning Partnership

The Executive Learning Partnership (ELP) is a progressive partnership between Southampton Business School and a wide range of member organisations who have chosen to contribute to a connected business learning community.

The Executive Learning Partnership leverages the wider business network across a range of industries and geographies to draw out business critical issues and insights to align our research focus to drive the learning agenda.

The Executive Learning Partnership annual programme of events tackle the enduring and emerging management and leadership challenges facing our members at both the individual and organisational level.

The ELP business led approach ensures that the learning agenda is agile and has the intended impact. The ELP delivers topical, relevant and rigorous input to ensure that the participants are capable of dealing with future business critical challenges.

Executive Learning Partnership Membership Benefits

Masterclasses

An annual programme of 12 master-classes delivering ongoing, relevant, complementary learning for key groups of current and future senior leaders and managers which directly impacts the business learning agenda and has sustainable enterprise at its core.

Critical Forum

The ELP provides a critical forum leveraging the experience and diversity of thinking and practices of the ELP community. Syndicated work in this context often provides actionable ideas from outside specific industry norms.

Southampton Business School – Evening Seminar Series

ELP member organisations have 4 reserved tickets to the Southampton Business School Evening Seminar Series. These topical seminars are held monthly at Southampton Business School.

Executive Learning Partnership Membership Benefits

Demand-Led Focus

The strategy and delivery of the Executive Learning Partnership master class programme critically depends on knowing, understanding and responding to our members' learning and development needs. New insights and ideas increasingly do not appear from formal industrial research and development (R&D), but instead from collaboration with members that lead to new and improved solutions. The ELP member community is frequently best placed to identify what research and development projects could add value to the member organisations. This approach enables the co-creation of the programme of events for the Southampton Executive Learning Partnership for the following year.

Consultancy

Academic experts and industry practitioners from our extended educator network at Southampton Business School can work directly with member organisations to provide valuable consultative advice on a wide range of subjects.

Executive Learning Partnership Membership Benefits

Research Partnerships

Southampton Business School is continuously engaged with solving real business problems across the board from issues including risk management, human relations management, marketing analytics, scheduling and logistics.

Knowledge Transfer Partnerships

A skilled graduate, employed by the University, will work within your organisation to tackle a long-term strategic project for up to three years. They will be supported by expert academic supervision. UK Government grants are available for up to 67 per cent of costs for SMEs and 50 per cent for larger businesses.

Student Placements and Projects

Our talented and enthusiastic students want to connect with businesses. We offer many ways to work together and all our undergraduate programmes have placement options. Students can bring new insights and expertise by working in your organisation. We also welcome business leaders who can talk about their career experiences and network with our students, especially if you are looking to recruit.

Executive Learning Partnership Membership Benefits

Executive Development Programmes

The Executive Development Programmes (EDP) portfolio has been designed to be accessible, adopting a two-day multiple modular structure throughout the year and covers current and emerging themes highlighted in our new Masters in Business Administration (MBA), to ensure it prepares participants to be successful in their career and the new global marketplace.

The individual modules have been designed to provide a rich and challenging learning experience. The EDP portfolio can provide the essential building blocks for those recently appointed to, or about to step up to, a senior leadership role.

Networking

The Executive Learning Partnership provides an excellent opportunity for networking within the membership peer group and wider industry.



Calendar of ELP Events 2018

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Date	Title	Speaker	Event Summary
Wednesday 24th January 12.00 – 16.30	Team Coaching: The New Frontier in Systems Leadership	Georgina Woudstra and Declan Woods	In an increasingly ambiguous and volatile world, people and politics are becoming more and more polarised. Leaders are facing snowballing demands for performance, while managing the pressures of change of uncertainty. To lead organisations effectively through these times, leadership teams can no longer get away with ploughing their own furrows; they must pull together as one team more than ever before. The Ridler Report (www.Ridlerandco.com) forecast that 76% of organisations expect to increase their use of team coaching over the next two years. In this interactive session, we will explore what team coaching actually is, how it differs from typical team development and team building events, the role of the team coach and how to know what to look for when procuring team coaching for your organisation.
Wednesday 21st February 12.00 – 16.30	Strategy with a wide angled lens	Jeff Callander	In a world of overlapping industries, disruption and uncertainty are the new kind of normal. It is more important than ever for companies and their strategic advisors to widen the strategy lens on the broader business operating environment. Someone might be stealing your market share right now. We have seen this precedent over and over since I-tunes came into the music industry causing a massive overnight disruption. Strategy is a leadership tool which enables companies to align their efforts and compete in ever changing market conditions. The shelf life for information is getting shorter and shorter. Strategy has to design in agility as a constant. Companies need to be agile and ready to operate in high-velocity mode. Developing market led strategies by linking, validating and updating your business strategy information regularly can create significant opportunities.
Thursday 22nd March 18.00 – 20.30	The Leadership Debate 2018	Chaired by General Sir Richard Barrons KCB CBE	The Executive Learning Partnership is delighted to be hosting The 2018 Leadership Debate on the evening of Thursday 22 nd March 2018. The event will be held at J.P.Morgan, Chaseside, Bournemouth. There can be little doubt we are now living in a time of unprecedented change. The immediacy of Brexit and its potential impacts, make the business landscape ever more complex. How can leaders best prepare to thrive and succeed in the new world order? How will leaders ensure their organisations are fit for the future? The 2018 Leadership Debate will once again be Chaired by General Sir Richard Barrons KCB CBE who will ensure our esteemed panel members answer your questions and explore the many challenges facing business leaders today and in the future. The 2018 Leadership Debate agenda is set by you, and your enquiry, by way of questions to the panel. We look forward to providing a critical forum to challenge current thinking and offer differing perspectives.

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Date	Title	Speaker	Event Summary
Wednesday 25th April 12.00 – 16.30	Elephants, trumpets and you: Making change stick	Mike Price	<p>Organisational change has two parts: Creating the future and ending the past. Both are needed for change to stick. With an entertaining blend of metaphor, lessons from neuroscience and awareness of the systemic principles, this lively session will introduce you to a structured way of illuminating the issues you are facing as you bring about organisational change in your organisation.</p> <p>You will gain practical tools and experience live systemic experiments to address these issues, and you'll leave with a clearer view of where and how to prioritise your effort. An event not to be missed, this workshop is fuelled by some of the latest thinking in systemic facilitation of organisational change.</p>
Wednesday 23rd May 12.00 – 16.30	Square Pegs in Round Holes: how pioneering organisations are maximizing the performance of their talent	Jo Dale	<p>How many organisations do you know that have achieved win-win-win, for their shareholders, their employees and their customers? It seems that there is always at least one of these groups that is dissatisfied. There is a revolution afoot that is changing that. Pioneering organisations are adopting an approach to engagement, selection, development and management that is resulting in their people being excellent performers and their customers and shareholders, delighted. It's no coincidence that it's the private equity firms that have been amongst the first to cotton onto it.</p> <p>In this workshop you will learn about the Strengths Revolution and how you can apply its methods and techniques whether you work for a pioneering organisation or not!</p>
Wednesday 27th June 12.00 - 16.30	Leadership Mind-set: Change your mind-set, transform your performance	Tom Flatau	<p>The latest neuroscience and positive psychology research shows that success and outstanding performance are within everyone's grasp, because talent and leadership ability can actually grow.</p> <p>Sadly, most of us are not aware of this. We are prone to limiting ourselves and those we work with. As a result our brains become wired to react the same old way – day in, day out. Our mind-set becomes 'fixed'.</p> <p>How many times have you heard 'attitude is everything,' but however hard you try you can't change your thinking. During this workshop we will explore neuroplasticity, the ability to rewire your brain for success.</p>

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Wednesday 25th July 12.00 – 16.30	Outclass the Crowd - take the advantage in your market	Steve Jones	It is vital at all times to ensure that your company has the ability to stand out from and outclass the crowd to generate revenue, especially when competition is fierce. This workshop will provide a fascinating and thought provoking insight into how to position your business to stand out from the crowd and then how to take that positioning statement and use it to attract new business, that is the right business, at the right price point, every time. Working with peers in syndicates the participants will explore; how to create a market position that counts and how to move away from being the best kept secret to being known for what you do, really well. The workshop will explore in detail how to build strong customer/client relationship which in turn create outstanding referral sources which attract new customers.
Thursday 9th August 18.00 – 20.30	An evening with...	General Sir Richard Barrons KCB CBE	Throughout his long and distinguished military career General Sir Richard Barrons KCB CBE was an exemplary leader, often on the front line, in many of the conflicts of the last 40 years. His first hand experiences and unstoppable curiosity has promoted a lifelong study of the principles and practices of leadership. His vertical career path from young officer in 1977 to military strategist has provided an enviable laboratory through which to investigate the true nature of leadership in all its guises. Richard is very much at the forefront of leadership thinking and has developed compelling, authentic and challenging ideas which are relevant for any leader expected to deliver excellence in a volatile and uncertain environment. Richard is very much looking forward to engaging with you in a robust conversation around the many aspects of leadership.
Wednesday 26th September 12.00 – 16.30	Transforming Operations into Strategic Capabilities	Professor Steve Brown	If you were to speak to a senior-level manager within an organisation, the likelihood is that, within a short period of time, you would be having a conversation that included a number of management terms, core competences, key performance indicators and critical success factors, among others. Ask the same manager about how operations and operations management line up within these terms and the likelihood is that he or she might be mystified or perplexed by the question. In the past, where organisations tended to be more hierarchical than today, the words, "strategy" and "operations" were almost mutually exclusive. In today's highly competitive environment, strategic operations capabilities must be in place in order for organisations to provide goods and services that meet and exceed customer requirements. Key issues such as cost, speed, quality, flexibility and constant innovation are all part of strategic operations. However, achieving such capabilities does not come by chance - instead a range of factors need to be put in place, as this session will explore.

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Wednesday 31st October 12.00 – 16.30	Innovation matters	David Baxter	Innovation is critical to the sustainability and survival of every organisation. But research shows that most organisations aren't very good at it. Associate Professor of Innovation, David Baxter, discusses how to foster innovation in your organisation by encouraging a change in attitude and developing a supportive culture. In a recent survey, 93% of executives, agreed their company's long-term success would be attributed to their ability to innovate. At the same time, less than one out of five (18%) believe their own innovation strategy is delivering a competitive advantage. The reality is that more than 50% of organisations have no formal innovation strategy, process or programme in operation. The research clearly identifies the need to move innovation to the top of the strategic agenda. Breaking out-dated habits and management styles is critical to building an organisation capable of operating and innovating in a contemporary environment.
Wednesday 28th November 12.00 – 16.30	Without Question-dealing with dilemma's	Richard Cartwright	'Sometimes you just get too close. Assume too much. Don't ask that extra question ... and regret it.' This workshop provides an immersive experience using the ICAEW's (Institute of Chartered Accountants in England and Wales) second corporate training film Without Question. Without Question provides an impactful and interesting way to highlight the challenges of directors and professional advisers seeking assurance on difficult issues as well as the underestimated importance of effective communication. The Holt family are the founding shareholders of a hotel development and management company but are at war with each other on the future strategy for the company and Robert Holt's indulgence of his son, Sebastian. Launching an IPO seems, at first, to be a neat way of ending the war but it puts the company and its professional advisers under strain and comes back to haunt them. Without Question provides an insight into the consequences that may result from a decision to take the 'easy way out' of a dilemma.
Wednesday 12th December 12:00 – 16.30	Trust, the growth engine of B2B Customer Relationships	Mark Hollyoake	Trust is the buzzword of the moment in Business to Business, the new elixir that clinches contracts, opens doors and pushes up profits; it can be created, adapted and turned on and off like a tap, or, so we are led to believe! With the majority of the theories and practices advocated often anecdotal., this workshop aims to add rigour to the investigation. While, overlaps and similarities exist in the way B2C and B2B operate, there are also significant differences; in B2B the issue of trust is less straightforward, its applications are often more nuanced and have greater impact on client relationships. Few studies have been made into the dynamic nature of trust within B2B relationships, or the interrelatedness of trust: How is it created (interdependence)? What are the benefits that flow from this relationship (equitability)? The participants will have access to the latest thinking on trust within a B2B customer relationship context, drawing on leading academic research, currently undertaken by Mark as the central question in his Doctoral research.

Our ELP partner organisations.....



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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