

How to Create a Brilliant Organization

Learn how to integrate a deeply collaborative consciousness with an enabling parabolic structure



Melbourne, 6 May 2010

Presenters

Stephen Hanman

*MIRA Companions
for Development*

Dr Peter Rennie

*Managing Director
Leadership Australia*

Venue

The Champion's Room
Melbourne Sports
& Aquatic Centre
Off Aughtie Drive
Albert Park
(Melways Ref 2K D7)

The workshop is based on the dual award winning presentation;
A Practical Theory to Help
You Change Society One
Organization at a Time *

This workshop is 100%
Guaranteed **

Why structure? Different structures have different tendencies. Pyramidal (traditional) structures tend to motivate by fear or favor. Parabolic (umbrella shaped) structures tend to motivate by relationship and achievement.

Outcomes - this workshop will:

- ◀ Help you learn how and why pyramidal structures undermine collaborative leadership
- ◀ Help you be recognized as a successful collaborative leader
- ◀ Enable you to be a more effective change agent
- ◀ Help your people and your organization shine

Dynamics - this workshop will:

- ◀ Help you to first understand and then manage seemingly intractable organizational problems more effectively
- ◀ Explore real problems that you and other participants deal with everyday
- ◀ Give you insights, new mental models and help you develop new skills
- ◀ Give you a rich learning experience that you can draw on for the rest of your life

Who should attend:

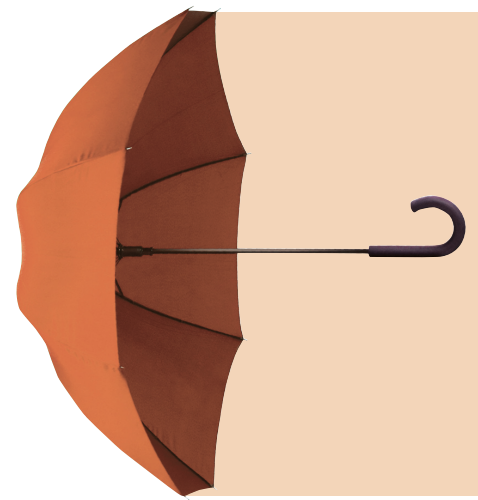
- ◀ CEOs, Executives, Senior Managers, HR & OD Practitioners, Change Agents
- ◀ People who are seeking new ways of leading in their organization
- ◀ People who are frustrated with the way things are in their organization
- ◀ People who have to deal with a seemingly intractable problem

* A Practical Theory To Help You Change Society One Organization at a Time won two awards including Best Presentation at the Australasian Association of Institutional Research 2009 Conference.

** If after completing this workshop you are less than 100% happy with the result we ask that you talk with us. If at the end of our discussion you are still not happy we ask that you pay only what the seminar has been worth to you and we will happily refund the balance.

'94% of all problems in business and organizations are problems with structure and system, only 6% are problems with people.'

W Edwards Deming



Overview

Coupling Collaborative Consciousness with an Enabling Structure

Institutions and organisations dominate many aspects of our physical world. We use them to dam rivers and build cities. They bring food to our tables, educate our children and bury our dead. They can protect and destroy all those things.

Organisations shape our internal world too. Whenever we enter a room and become aware of another person from the same organisation most of us make a quick mental reference to the organisation's pyramidal structure. Are they above us, below us or on the same level? Our behaviour changes as a result. The pyramidal (hierarchical) organisational structure encourages behaviours that are underpinned by the values of status and control. It is these values that not only drive the exploitation of people and the environment but thwart the expression and use of people's intelligence and creativity.

The key to the brilliant organization is the connection between vision and values and organisational structure. Once we can make this connection we can ask new questions. What organisational structures could support the values of relationship and achievement? How would the world be different if these values were constantly being reinforced instead of being undermined when they clash with status and control?

If you want to create brilliant sustainable organisations, societies and environments this workshop will be of interest to you. We will explore the idea that a change in the structure of an organisation coupled with a collaborative consciousness can be good for both the organisation and society. We will examine new tools that can help you to engage others to re-shape ourselves and the world and let the brilliance shine.

Testimonials

People have said of Peter and Stephen's work:

'We have been searching for a description for the type of organization that we want Melbourne Water to become. We want to be highly productive and people oriented. We want to be highly collaborative both internally and with all of our stakeholders. We want to be highly adaptive to meet the complexity of our current challenges in the context of a rapidly changing climate. Of all the terms that people use to describe organizations "parabolic" describes best what we are working towards becoming.'

Rob Skinner, *CEO, Melbourne Water*

'I am an experienced manager and have read widely in the management literature and attended PD over many years. Peter's approach is radically different from other leadership training I have ever done. I learned more from his program than the sum of all other training I have done in this area.'

Dr Maddy McMaster, *Academic Registrar, RMIT University, Melbourne*

'It was just what the team needed. You not only stretched us but helped us understand our assumptions at a deep level and freed us from their hold. The whole executive team was really excited and we stayed back after you left which is as you can imagine quite a coup.'

Muriel Marczynski, *General Manager, Corporate Services, Building Commission*

'I found it brilliant – lots won't, but for me this is part of the journey that we need to be having and we need to do more and more.'

Kevin Scott, *Assistant Commissioner, Victoria Police*

'Over the last 4 years I have worked with Stephen to assist us to move from a hierarchical, fear based organisation to one that thrives on feedback, direct communication, democracy and collaboration. It is becoming an organisation of the future today. This journey has included creating a new vision and set of values that we now live by and having courageous conversations as required.'

Richard Siegersma, *CEO, DA Information Services*

'Stephen has assisted us to deliver 6 construction projects on or before due dates with a reduced outturn cost – the path was deepening the collaboration.'

Ian George, *Finance Director and Construction CEO, CGA Bryson*

'Stephen assisted us to maintain healthy relationships and continue our successful values based organisational growth.'

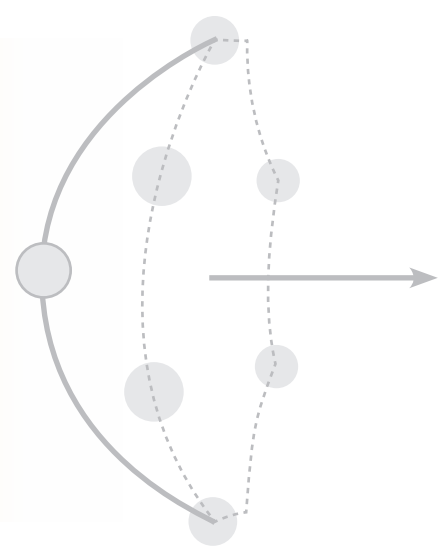
Chris Malin, *CEO, Link Recruitment*

'Stephen is working with us in the pursuit of good to great. The focus has been creating a values based organisation that thrives on involving our people. Silo thinking has been transformed into whole of business thinking.'

Lance Deacon, *Joint Managing Director, Dyson Group of Companies*

'The services Stephen offers have enabled us to stay at the top of our game for an extended period; including numerous industry awards.'

Neale Rodgers, *National Logistics and Supply Chain Manager, Dulux Group*



Program

8.30 – 9.00 am	Registration
9.00 – 9.30 am	Brilliance - Relationship and Learning <ul style="list-style-type: none"> ◀ Learn why social relationships are vital for highly productive teams and organisations ◀ Learn the importance of purpose and values in collaborative learning
9.30 – 11.00 am	The Leader as a Structural Architect with Dr Peter Rennie <ul style="list-style-type: none"> ◀ Learn how organizational structures shape behaviour ◀ Clarify the contribution structure makes to organizational dysfunction ◀ Understand the influence of structures on career advancement ◀ Experience alternative structures that support collaboration ◀ Develop your abilities to shape the structure of your own and other organisations
11.00 – 11.20 am	Morning Tea
11.20 – 12.45 pm	The Leader as a Collaborative Guide with Stephen Hanman <ul style="list-style-type: none"> ◀ As the leader you are responsible for the motivation of the team and the organisation. ◀ Explore how much our behavior compromises success by undermining collaboration ◀ Create a forward spiral of collaboration to maximise thinking and doing ◀ Develop your ability to create a learning culture and make better decisions faster
12.45 – 1.00 pm	Reflection & preparation for afternoon sessions <ul style="list-style-type: none"> ◀ Explore how to create a safe environment for people to share dilemmas.
1.00 – 1.30 pm	Lunch
1.30 – 2.10 pm	Feedback as Collaborative tool & Choosing Cases <ul style="list-style-type: none"> ◀ Understand the strategic use of reciprocal feedback as a vehicle for transmitting values ◀ Experience group methods for making democratic choices
2.10 – 3.00 pm	Case Study 1 <ul style="list-style-type: none"> ◀ Experience how Stephen and Peter make the best use of the group's intelligence and creativity to deepen everyone's understanding of a fascinating organizational dilemma. ◀ Learn how the morning's theory can be applied to formulate practical interventions to help find resolutions
3.00 – 3.10 pm	Afternoon Tea
3.10 – 4.00 pm	Case Study 2 <ul style="list-style-type: none"> ◀ Deepen your learning by seeing theories applied to different 'live' dilemmas.
4.00 – 4.50 pm	Case Study 3 <ul style="list-style-type: none"> ◀ As above.
4.50 – 5.00 pm	Reflection & Close

Presenters



Dr Peter Rennie

Dr Peter Rennie is Managing Director of Leadership Australia. Operating his own consulting company for 20 years he has worked with numerous global and national companies ranging from BHP Billiton to Zurich Insurance as well as many government departments and universities. He has been a national award winner for his work with feedback systems and is the author of 'The Power of Feedback.' Peter has written widely on leadership. He is the creator of a number of tools and frameworks including the Reciprocal Feedback System, Parabolic Leadership and the FIBS ROCK model of organisational behaviour.



Stephen Hanman

Stephen Hanman is part of the global network of MIRA Companions for Organisation Development. Stephen's experience also incorporates 14 years of supply chain development work with Benchmarking Success; a business which he pioneered as a joint venture between RMIT University and Henderson Consultants. In 1998 the business became his own. Stephen won an international award for the article "Benchmarking your firm's performance with Best Practice".

Stephen has a deep understanding of collaboration, creating successful systems in construction and across supply chains. The client list is a who's who. At the heart of the organisation development work is high performance systems via self responsibility and learning from our actions. The goal is living organisations; better for business and better for people.

How to Create a Brilliant Organization

Fees

Prior to and including March 29th	\$440 (incl GST)
Prior to and including April 19th	\$495 (incl GST)
After April 19th	\$550 (incl GST)

Discounts are available for multiple registrations from the same organization.

Payment is required on registration.

Please note this form can be used as a Tax Invoice. ABN 88 067 606 811

Payments

There are three ways to register and pay for this seminar

By Cheque Please make cheques or money order payable to Leadership Australia and mail to:
Leadership Australia
PO Box 2081 South Melbourne
Victoria 3205

By EFT Please take care to type in the following details

Bank	National Bank of Australia
Account Name	Learning Research & Development (trading as Leadership Australia)
BSB No	083 155
Account No	66564 3043

If paying by this method please ensure your name appears in the description or remitter name window and that you complete the registration form below.

By Credit Card with trybooking.com By copying the link www.trybooking.com/DIF
Please note an additional \$11.00 will be passed on for administration costs.
If you have difficulty accessing via this link go to the www.trybooking.com website and search for "How to Create A Brilliant Org (Mel)"

Melbourne, 6 May 2010

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'We shape our tools and then our tools shape us.'

Marshall McLuhan

Registration Form

Please supply the information below via email to either Peter Rennie peter@leadershipaustralia.com.au or Stephen Hanman shanman@miracompanions.com

Surname

First name (for badge)

Position

Company / Organization

Address for correspondence

City

Post Code

Tel ()

Mobile

Email

Method of payment. Please circle. Cheque EFT Credit Card via "trybooking.com"

If paying by cheque would you like to include your cheque with this form?

Do you have any special needs? Dietary? Please specify

Will you require accommodation? If so please contact us for assistance.