

Executive Challenge Academy



Social Policy Development
Global Strategy
Shaping Culture

Brought to you by
Archersfield Consulting and Management Pty Ltd

Leaders for the challenges of today and tomorrow



Executive Challenge

- Horizon Leadership.
- Changing culture.
- Cross functional problem solving.
- Social change.
- Governance management.
- Policy development.
- Leader as Teacher.
- Organisation design.
- Challenging the future.

Executive Development Challenges

Every organisation and every community is navigating through many unknowns.

- How do we rise to this challenge?
- What simple but powerful approaches and practices will not only sustain us, but move our leadership forward?
- How do we release the capacity for innovation and resilience within and across our organizations and communities?
- How can we work together to co-create sustainable organisations and systems of the future?

What has been missing from our traditional approaches to executive development is the ability to develop a leadership cohort with strategic thinking and partnering around the social **policy agenda that can influence the organisation's culture and drive change and performance.**

The Executive Challenge Academy

Step out of your everyday context and into a dynamic ongoing learning community. Here you will become steeped in new thinking and new ways of approaching your challenges, and make connections with innovative leaders from across sectors and across the world.

By the end of the Journey process you will:

- Have greater understanding of your own leadership strengths and challenges as well as practices that support your ongoing development as a high – performing authentic leader
- Be able to see and understand situations through multiple lenses
- Be able to sustain confidence and equilibrium in the midst of pressure and uncertainty
- Be more attuned to personal and group dynamics, and more skilled in working with those dynamics
- Have learned and practised skills needed to shift your **organisation's or community's culture towards greater levels of engagement, trust and accountability.**
- Be in the process of applying a framework for small – or large-scale innovation, which combines strategic intention and focus with responsiveness to changing conditions and emerging opportunities.
- Have access to resources, connections and support of world-class faculty as well as an inspired network of innovative peers and mentors.

CUSTOMISE THE PROGRAM

Create your own executive program by choosing which modules you will participate in.

THE LEADERSHIP JOURNEY

Participate in all modules and additional options to make this program the complete experience of an executive development year. You will have access to small group intensive sessions with the workshop leaders as well as the offerings accessed by day workshop participants. This creates a journey of intensive leadership development that draws on renowned presenters and transformative processes.

BUILT FOR QUEENSLAND

The Executive Challenge Academy has been developed for SES & community sector leaders to create an intensive laboratory for the stretching of thinking and practice in leading public & community sector organisations.



Executive Challenge Academy Program

Schedule	Content	Global Expert
29, 30 & 31 March (3 days)	Scenario Thinking	Adam Kahane Jan Archer
19 April	Corporate Governance	John Harte
24 & 25 May (2 days)	Corporate Sustainability	Dexter Dunphy
24 & 25 June (2 days)	Authentic Leadership	Meg Wheatley
4 August	Creating Public Policy	Sohail Inayatullah
September (Self Paced)	Global Classroom Pioneering Pathways of Profound Innovation and Change.	Peter Senge Otto Scharmer Ed Schein
6 October	A Change Lab approach to Social Policy Innovation	Jan Archer
12 November	Hypothetical Social Policy, Innovation: Our story our future, what next?	Dexter Dunphy Sohail Inayatullah

Venue: Christie Corporate 320 Adelaide St Brisbane

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FACULTY

Jan Archer – Facilitator and convenor

Before leaving the Public Service Jan Archer was the Deputy Commissioner for Fair Trading in Queensland. She had previously completed significant reform agendas within the criminal justice system, most recently with the Office of the Director of Public Prosecutions, but also with the Department of Corrective Services and the Queensland Police Service.

Jan's experience includes other significant change management responsibilities including the amalgamation of two local government councils into one new entity; the establishment of new Divisions and transitioning of organizations as part of major government restructures; and the creation of new shared service models and integrated corporate service delivery for four government departments.

Adam Kahane

Founding partner, Centre for Generative Leadership, Boston, and facilitator of the Mont Fleur and Destino Colombia national scenario projects. Former scenario planner with Shell. He is a partner in Reos Partners (www.reospartners.com), an international organisation dedicated to supporting and building capacity for innovative collective action in complex social systems. He is also an Associate Fellow of the James Martin Institute for Science, **Innovation and Society at the University of Oxford's Saïd Business School.**

Dr John Harte FAI CD

John is a specialist in governance and business turnaround consultancy, and a founder of Integrity Investing which specialises in individual portfolio management for individuals, families and not for profit groups. John worked in Australia and overseas with Goldman Sachs JBWere, Schroders, Capital International and Mars Incorporated.

Professor Sohail Inayatullah

Sohail is a political scientist at Tamkang University, Taipei (Graduate Institute of Futures Studies), Visiting Academic at Queensland University of Technology; Adjunct Professor at the University of the Sunshine Coast (Faculty of Social Sciences and the Arts); and Associate, Prout College. Professor Inayatullah is a Fellow of the World Futures Studies Federation and the World Academy of Art and Science and on the International Advisory Council of the World Future Society.

Professor Dexter Dunphy

Dexter Dunphy is Emeritus Professor at University of Technology, Sydney, where he held the position of Distinguished Professor until March 2008. His main research and consulting interests are in corporate sustainability, the management of organisational change and human resource management. His research is published in over 90 articles and 24 books.

Edgar H. Schein

Society of Sloan Fellows Professor of Management Emeritus
Professor Emeritus Edgar Schein investigates organizational culture, process consultation, the research process, career dynamics, and organization learning and change. In *Career Survival: Strategic Job and Role Planning* (Pfeiffer, 1994), he presents concepts and activities for managers and employees based on research he first reported in *Career Dynamics: Matching Individual and Organization Needs* (Addison-Wesley, 1978). His recent books are *Process Consultation Revisited: How to Build the Helping Relationship* (Addison-Wesley, 1999); and *The Corporate Culture Survival Guide* (Jossey-Bass, 1999). His most recent book, *DEC is Dead; Long Live DEC* (Berett-Kohler, 2003), is a cultural analysis of the rise and fall of Digital Equipment Corporation.

Dr Margaret Wheatley

Margaret Wheatley is an internationally acclaimed speaker and writer and President emerita of The Berkana Institute. She has been an organizational consultant and researcher since 1973 and a dedicated global citizen since her youth. Her first work was as a Peace Corps volunteer in Korea and a public school teacher and urban education administrator in New York. She has been Associate Professor of Management at the Marriott School of Management, Brigham Young University, and Cambridge College, Massachusetts.

Meg Wheatley gave the world a new way of thinking about organizations with her revolutionary application of the natural sciences to business management. Her concepts have travelled across national boundaries and through all sectors. Her ideas have found welcome homes in the military, not-for-profit organizations, public schools, and churches as well as in corporations.

Dr Otto Scharmer

Otto is a Senior Lecturer at Massachusetts Institute of Technology, the founding chair of the Presencing Institute, and a founding member of the MIT Green Hub. Scharmer has consulted with global companies, international institutions, and governments in North America, Europe, Asia, and Africa. He has co-designed and delivered award-winning business leadership programs for client firms including Daimler, PricewaterhouseCoopers, Fujitsu, and Google. He also facilitates cross-sector programs for leaders in business, **government, and civil society that focus on building people's collective capacity to achieve profound innovation and change.**

Peter Senge

Peter Senge is a Senior Lecturer at the Massachusetts Institute of Technology. He is also Founding Chair of the Society for Organizational Learning (SoL), a global community of corporations, researchers, and consultants committed **"to increase our capacity to collectively realise our highest aspirations and productively resolve our differences" through the mutual development of people and institutions.** The Journal of Business Strategy named him a **"Strategist of the Century", one of twenty-four men and women who have "had the greatest impact on the way we conduct business today" (Sept/Oct 99).** His special interest is on decentralising the role of leadership in organisations so as to enhance the capacity of all people to work productively toward common goals. **Senge's work places human values at the cornerstone of the workplace,** proposing that vision, purpose, reflectiveness, and systems thinking are essential for organisations to realise their potentials.

GLOBAL CLASSROOM The theme of the Global Classroom lectures is "Pioneering Pathways of Profound Innovation and Change." Ed Schein, Peter Senge, and Otto Scharmer will be the speakers who reflect on the essence of organizational culture, process consultation, systems thinking and Theory U and how these approaches have evolved as we have moved from a mostly stable 20th century into a 21st century marked by ecological, social, economic, and spiritual crisis and disruption.

Lectures:

- *From Managing Organizational Culture to Leading Multicultural Teams*
- *The Leader as Helper and Coach*
- *The Evolving Essence of Systems Thinking: From Organizational Learning to Well-Being in Social Systems*
- *Transforming Capitalism: Presencing & Pioneering Society 3.0*
- *Dialogue -- Pioneering Pathways of Renewal*