

BMT for Leaders Conference Synopsis – 14th May 2015

Doors open at 8.00am for an 8.30am start. The day ends at 4.00pm

Speaker	Talk
Bob Cummins	<p>A healthy governance Are support services necessary for evolutionary improvement or are they actually damaging businesses performance by demanding procedural compliance? Bob will argue that a healthy balance of governance is required, but how do you get that balance right?</p>
Andy Bull	<p>Delivering complex projects in joint ventures for complex clients Andy will describe the importance of the creation of a delivery strategy that takes account of the JV seed company needs and also recognises the key delivery behaviours of the various heads of the client.</p>
Andrew Sharples	<p>Going nuclear Andrew will discuss his experience of setting up a collaborative project in a very challenging environment, explain the strategy used, and describe the learning journey for him and his team during this process.</p>
Andrea Quinn	<p>Time for something different Andrea has been running an experiment for 6 months on her healthy behaviours and this talk will draw parallels with the deliberate effort it takes to change the environment to get different results as a leader.</p>
Howard Lees	<p>The positively reinforcing workplace Businesses thrive when leaders create the workplace conditions where everyone can do their jobs properly. People like to work in a positive upbeat environment and Howard will discuss how to create this positively reinforcing workplace.</p>
Martin Merrick	<p>Update on the impact of BMT at Volvo Martin will describe the successful journey they have made at Volvo moving from a highly prescriptive corporate management style to a more empowered way of working. He will describe the change in roles for the support services and how they made exceptional improvements in sales moving to a very short consequence chain for the sales team.</p>
Rachel Edwards	<p>Collaboration vs. Competition Rachel's talk will focus on the impact of aligning strategic objectives within organisations, and the collaboration or competition that ensues depending on how successful leaders have been at creating and sustaining alignment.</p>
Denis O'Hora	<p>Safety communication: Between what you say and what they hear Denis will introduce the concept of subjective risk and how it is different from objectively measured risks at work. With this in mind, he will provide suggestions for effective communication in</p>





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	situations where employees are more complacent or more anxious about workplace risks than they should be.
Ryan Olson	Setting the stage: the first step counts Ryan will look deep into the motivation component, particularly into antecedents that are much more important for motivation than we give them credit for. This will include some social influence tactics from The Science of Social Influence.
Shona Wylie	Blurred lines to streamlined Shona will discuss her journey from being fully involved in the day to day operations of the business through to introducing BMT and now being a true support service as HR Business Partner.
Mike Kane	Who's supporting who? Mike will talk about his experience of programmes and provide examples of where the work of support services appears to be at odds with the objectives for the delivery of the programme. He will discuss how leaders can create an environment where all business functions are behaving as one team, rather than as separate entities.
Alison Stairmand	Do schools shape us for the future? Alison will examine the parallels between support services in schools and those in business.
Bruce Faulkner	Serving Two Masters: Whose finger is on the trigger? Bruce's talk will focus on the environmental impact of having two masters. He will dig into the research and provide a perspective on the challenges and impacts of having two masters. He will then offer thinking on how we can adapt to flourish in these settings.
Allison Reynolds	Stimulus control is not the same as engagement Allison's talk will explore the two dimensions of successful and sustainable behaviour change.

