

Collaborative Organisations

DOING IT BETTER



How to create collaborative structures to make the best use of your peoples' intelligence and creativity.

- > Learn to successfully bring about organisational change
- > Understand the alternative structures that support collaboration
- > Why hierarchical traditional structures undermine collaboration
- > Explore new structures for new behaviours to create better organisations

Who Should Attend?

- > Directors, Managers and senior members of management teams
- > Change Agents seeking to understand parabolic structures
- > Human Resource managers and Strategic Planners

Melbourne

10 November
2009

PRESENTERS

Dr Peter Rennie

Managing Director
Leadership Australia

Sandra Nicholson

Assistant Commissioner
Victoria Police

Dr Andrew Rixon

Managing Director
Babel Fish Group

Strictly Limited Numbers

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The Hidden Power of Organisational Structure

For more than fifty years contributors to the field of organizational development have pointed out the problems of the traditional hierarchical (pyramidal) organization. Many have championed the advantages of combining a highly collaborative leadership style with an engaged and empowered workforce. Yet, despite decades of leadership programs and cultural change interventions, few organizations have been able to successfully make significant shifts from the pyramid to something more dynamic and productive.

At every level the pyramid encourages behaviours based on the values of status and control. It creates barriers to communication, encourages short term thinking and decisions which generate conflict between individual needs and team needs. These factors make innovation difficult.

An alternative structure that supports the values of relationship and learning is the parabolic structure. With the leaders located at the apex of each section this structure makes it easier for leaders and their team members to work together creatively.

This workshop will reveal how a parabolic structure supports leaders to apply collaborative principles and processes to greater effect. It will provide new tools for leading more easily and show how organisations can make the most of enlightened self interest for maximum organisational growth.

The Program

SESSION 1

The Leader as Structural Architect Presenter - Peter Rennie

- > How organizational structures shape behaviour
- > The contribution of structure to organisational success
- > The influence of structures on career advancement
- > Alternative structures that support collaboration
- > How to shape the structure of your organisations

SESSION 2

The Leader as Creative Thinker Presenter - Sandra Nicholson

- > Explore how values shape thinking
- > Understand the strategic power of collaborative thinking
- > Develop your ability to create a learning culture
- > How to make better decisions faster

SESSION 3

The Leader as Doer Presenter - Andrew Rixon

- > Help your people work well because they want to not because they have to
- > Help people to care about outcomes
- > Create a culture of achievement
- > Harness the principles of enlightened self-interest

SESSION 4

Stepping Stones Presenter - Peter Rennie and Andrew Rixon

- > Share your experience and benefit from the wisdom of others in a facilitated group discussion on topical issues.

SESSION 5

Summation and Evaluation

Previous participants have said:

"We have been searching for a description for the type of organisation 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 any other leadership training I have 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. Your program 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

Program Timetable

Registration & Coffee	8.30am	-	9.00am
Morning Tea	10.30am	-	10.45am
Lunch	12.30pm	-	1.30pm
Afternoon Tea	3.30pm	-	3.45pm
Close	5.00pm		
Networking Drinks	5.00pm	-	6.00pm

Breaks and lunch fully provided.

Workshop numbers are limited to 25 to permit meaningful interaction between the group and to allow the presenters to give personal attention to individual needs.

The Presenters

Dr Peter Rennie

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, the Question Generator, Parabolic Leadership and FIBS ROCK model of organisational behavior.



Sandra Nicholson

Sandra Nicholson is an Assistant Commissioner, Victoria Police. She is currently responsible for delivering all policing services through 1800 members at over 100 police facilities. Sandra has been awarded the Australian Police Medal for services to policing and community and the Most Outstanding Female Leader Award at the Australasian Women and Policing Awards. She is a Visiting Fellow at the Australian Institute of Police Management NSW. In 2008 Sandra was inducted into the Victorian Honour Roll for women.



Dr Andrew Rixon

Andrew Rixon, Managing Director of the Babel Fish Group, has gained global experience in working with organizations in Australia and internationally, in the USA, the Netherlands and the UK. His focus is on how complexity inspired approaches can change the way we work.



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VENUES

MELBOURNE

10 November 2009
QUAY WEST
MELBOURNE
26 Southgate Avenue
Southgate VIC 3000
Tel: (03) 9693 6000

IN-HOUSE

Enquiries for conducting
this workshop in-house
to Jill Moor at PICS -
03 9835 8900
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Registration and enquiries, please contact:

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E: registrations@pics.
com.au

Register Online:
www.pics.com.au

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www.pics.com.au

Fee: The registration fee, including GST, is \$770 per attendee including lunches, refreshments and workshop papers. For groups of three or more from the same organisation the fee is \$660 per attendee. Included in the fee is a comprehensive set of course notes.

Registration: Register online at www.pics.com.au or forward the completed registration form by fax, post or email to secure your place. Payment must be made prior to the workshop

GST: Fees quoted include 10% GST. Registered entities will be able to claim an input tax credit for GST charges on taxable supplies made by PICS. It is the responsibility of those entities to assess their eligibility for any such tax credit.

Payment: On receipt of your registration a GST invoice will be issued by PICS. Payment may be made by cheque payable to PiCS, credit card, or electronic transfer.

Cancellations: Should you be unable to attend, a substitute attendee is always welcome at no extra charge. Alternatively, we will make full and prompt refund for cancellations received fourteen days prior to commencement of the workshop less a 20% administration fee.

Accommodation: If accommodation is required it may be booked privately at the conference hotel. Ask for the conference discount.

MELBOURNE

Quay West Melbourne

(03) 9693 6000

REGISTRATION FORM

PICS ABN: 15 062 943 766

One form per person.
Photocopy if necessary.

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Please complete and return with your payment to PICS as soon as possible. Registration Fees are payable in advance.

Surname _____

First Name (for badge) _____

Position _____

Company Name _____

Address _____

City _____ Postcode _____

Tel () _____ Fax () _____

Email _____

CHEQUES PAYABLE TO P.I.C.S. OR CHARGE TO:

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Name (Please Print) _____ Expiry Date ____/____/____

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In the event of unforeseen circumstances, PICS reserves the right to substitute other speakers or otherwise amend the program as necessary.