



## THE HENLEY FACILITATION FORUM

11th & 12th December 2006

### LEADERSHIP AND FACILITATION

#### Speaker Biographies

##### **David Birchall**

Professor David Birchall is Director of the School of Management Knowledge and Learning and Director of Henley Learning Advisory Services at Henley Management College. David is a regular speaker on IT and learning, innovation, knowledge and project management, and has designed management development programmes at all levels. He currently directs projects funded by the European Union including multi-national partnerships, UK Government Department and several commercial organisations; moreover, he regularly presents research findings at conferences and seminars worldwide. His latest book *Capabilities for strategic advantage: Leading Through Technological Innovation* – co-authored with George Tovstiga – was published by Palgrave in May 2005.

##### **Jean-Anne Stewart**

Jean-Anne is Director of Studies, Corporate Programmes and an Academic Fellow at Henley Management College and has recently led research on European projects investigating cross-cultural management using action learning, East-West Technology Transfer and Networks of Sustainable E-learning, and also a UK-based research project investigating and evaluating Leadership Skills for SME leaders on behalf of the DTI / Skills for Business Network. Current research projects are also focused on SME development, focusing on encouraging innovation using pre-determined diagnostic instruments. Jean-Anne has a BSc, MBA (Project Management) and a DBA – her doctoral thesis was 'Competencies of the High-Performing Group Facilitator'.

Prior to joining Henley, Jean-Anne has over 20 years business experience in a variety of roles including consultant, project manager, business analyst, trainer, facilitator, coach and mentor. Assignments have included several industry sectors, including finance, government, retail, utility, defence and transport.

##### **Judy Payne**

Judy Payne is an independent consultant specialising in performance management, knowledge management and collaborative working. Judy works with public and private sector clients, many from the construction and engineering sectors. She is a trained and experienced facilitator with a reputation for running workshops that are both productive and fun to attend. She has facilitated events with many groups of people and organisations to help them work together more effectively, understand their businesses, and improve their performance. As well as her consultancy work, Judy tutors MBA dissertation students at Henley Management College.

Judy has 20 years' experience in various research and management roles in the engineering and construction industries. Before setting up her consultancy in January 2001, Judy spent ten years at the Construction Industry Research and Information Association, where she became Commercial Director in 1997. She has a first degree and PhD in water engineering and an MBA from Henley Management College. She is a Chartered Engineer.



### **Pete Mann PhD**

Pete has worked internationally in human resourcefulness all his life. For over 20 years he has taught people- and change-management at the postgraduate level in the University of Manchester. He also acts as an advisor in training, action learning and capacity building with public, private and not-for-profit institutions worldwide. In recent years he has become curious about the implications for professional and organisational performance of individuals' early formative growth. Exploring how these factors impact on continuing personal development and executive education has led him to specialist trainings in mind-body psychology, psychotherapy and couples' counseling. Current research interests include applications of a systemic psycho-motor (mind-body) approach to well-being for professionals undertaking leadership and management development.

### **Mike Pedler**

Professor Mike Pedler is a leading academic and consultant on management and leadership issues. He works with people in organisations on learning and development processes and practices and is particularly known for his work with action learning, the learning organisation and leadership development. His latest book is *A Managers Guide to Leadership* (with John Burgoyne & Tom Boydell) McGraw-Hill 2004.

Mike was recently appointed Professor of Action Learning at Henley Management College, and is Visiting Professor in the Centre for Leadership Development at the University of York, and Honorary Senior Research Fellow in the Department of Management Learning at Lancaster University. He is a partner in a consultancy practice and consults with voluntary, public and private sector clients, including the BBC, the NHS, National School for Government, Cadbury Schweppes, Aviva, First Direct, Metso Paper and Civil Service and Local Government organisations. He is Editor of *Action Learning : Research & Practice* – the first international journal for action learning from Taylor & Francis.

### **Dr Mike Young**

Dr Mike Young MBE has, for the past five years, been the driving force behind Leadership Development activity in the Royal Navy. Previously he spent 6 years on attachment with the Royal Marines and commanded one of the famed Royal Navy Field Gun Crews. A graduate of the Joint Services Advanced Command and Staff Course, he holds two Masters degrees with dissertations on leadership and a Doctorate in Business from Henley Management College. An award winning author he has published numerous articles on competency, leadership and organisational development and is a Chartered Fellow of the Chartered Institute of Personnel and Development. Mike's contribution to leadership development in the RN was acknowledged by the award of an MBE in the 2005 Birthday Honours List.

### **Graham O'Connell**

Graham is the Head of Organisational Learning and Standards at the National School for Government. He has particular responsibility for developing and promoting best practices in Learning and Development. He is a regular feature writer for professional magazines and has had numerous articles published on topics such as organisational learning, training strategy, coaching and facilitation.

As a consultant, Graham has some 25 years experience in facilitation, training and the strategic aspects of L&D. He has extensive overseas experience including working in countries as diverse as Russia and Bermuda, China and Kosovo. Graham still does some occasional tutoring on CIPD and University of Cambridge programmes, where he is a Visiting Tutor. He also runs various networks, occasional Masterclasses and helps coordinate the Henley Public Sector Knowledge Management Forum.



Graham has led the National School's Advanced Facilitation programme for over ten years and brings to it experience of facilitating at every level – from high profile conferences to small team development events; from organisational change programmes to cross cultural negotiations.

He is a Fellow of the Chartered Institute of Personnel and Development, a Fellow of the Institute of Training and Occupational Learning, a Fellow of the Institute of Continuing Professional Development and an Associate Member of the Chartered Institute of Marketing.

### **Gary Purser**

Gary is the founder and a Principal Consultant with Gary Purser & Associates. He is an experienced facilitator (17+years) from the Tavistock Centre of Facilitation and has worked in both the Public and Private Sectors as an internal and external facilitator. Some of his achievements are:

- Personally training and developing hundreds of Process Facilitators.
- He has designed and facilitated large scale Planning Conferences using techniques such as Future Search and Open Space Technology.
- He has been involved in planning and facilitating multi-agency Conferences & meaningful Partnerships in the delicate field of local and National Politics.
- On behalf of the UK Foreign Office he has worked in Russia & Poland with the government & militia on the Democratisation Processes following Glasnost & Perestroika.

He has an Honours Degree in Management and Systems Science and is a Fellow of the Institute of Management. He belongs to numerous Networks including the Organisational Transformation Network, the Service Transformation Network, the Future Search Network and he is a member of the British Deming Society.

### **Mike Robson**

Mike Robson is author of the book 'Facilitating', first published in 1995. He was a leading figure in the Quality Circles movement and was one of the first in the UK to design and run training programmes for facilitators. Since then he has successfully trained thousands of potential and practised facilitators in the UK and many other countries around the world.