

# High Performance Leadership

## Raising performance through Action-Learning

### How will the programme work?

High Performance Leadership supports participants in implementing change and innovation in their organisation. The programme can be customised to meet your leadership development needs from the following three strands:

- Five half-day action-learning workshops at a convenient regional venue. These small group workshops focus on 'actionable knowledge', enhancing performance through facilitated learning, reflection and dialogue with peers.
- Three one-to-one coaching sessions support participants in the implementation of their change projects back at the workplace. These two-hour sessions will be arranged at a convenient regional location.
- Three half-day Masterclasses demonstrate a range of practical tools and approaches to support the assessment, planning and implementation of change. These are national, open events held in London, with highly renowned speakers and an opportunity to network with leaders from across the UK.

The whole programme comprises eleven half-day sessions over a twelve-month period, all sessions being led by experts of national and international standing. The action-learning, coaching and masterclasses interlock over the twelve months and a typical pattern is shown in the table below:

Month	1	2	3	4	5	6	7	8	9	10	11	12
Masterclass			1				2			3		
Action-Learning		1		2		3			4		5	
One-to-one Coaching	1				2							3

You will also join a UK-wide Leadership Network that will last beyond the life of the programme. Regular national events will reunite participants and update them on new thinking and practice.

Current regional locations for action-learning and coaching include London, Edinburgh, Cardiff, Belfast, Birmingham, Leeds. A rolling programme of other workshop locations will be announced, subject to demand. All workshops are subject to a minimum of 6 participants.

# Who are we?

**Phil Glanfield BA, MA, MBA, MSc** is the lead action-learning facilitator. Phil is an independent organisation consultant and an associate of Ashridge, the international business school. He helps individuals, senior teams and whole organisations raise their performance – whatever the starting point. He led a national team providing ‘turnaround’ support to the NHS and now works with a range of clients in the public and voluntary sectors, who are seeking to innovate and improve, often through new partnerships and alliances. He is a highly experienced facilitator of action-learning and has published a number of articles and book chapters on related topics of teamwork, performance, effective boards and sustainable change.



**Professor Peter Totterdill** will lead a Masterclass on “The Future of Work and Organisations”. Peter is the Founder and Joint Chief Executive of the UK Work Organisation Network (UKWON), a coalition of employers’ organisations, trade unions, universities and business support organisations committed to the development and dissemination of new ways of working. He is also a Visiting Professor at Kingston University, London. Previously, he served as European Policy Director at ECOTEC Research & Consulting Ltd., and as Director of The Work Institute at Nottingham Trent University. An internationally renowned expert on the future of work and organisations, Professor Totterdill has extensive experience of the workplace change and innovation agenda at EU, national and enterprise levels.

**Dr John Knell** will lead a Masterclass on “Leading Sustainable Change”. John is one of the UK’s leading thinkers on the changing face of work and organisations and is co-founder of Intelligence Agency. Previously Director of Research and Advocacy at The Work Foundation, his writings on the impact of the new economy on the labour market have been instrumental in shaping emerging attitudes to employee relations, and he has authored numerous reports on work, organisational change, and public policy. John is a regular contributor to the Top Management Programme for senior civil servants run by the Cabinet Office, and is also a frequent public speaker and media commentator on workplace and public policy issues. John’s corporate clients have included Microsoft, Tesco, Astra Zeneca, Eversheds, Lloyds TSB, Manpower, and Siemens.



**Professor John Bessant, BSc., PhD.** will lead a Masterclass on “High Involvement Innovation”. John currently holds the Chair in Innovation and Technology Management at Imperial College Business School, London. He previously worked at Cranfield, Brighton and Sussex Universities. In 2003 he was awarded a Senior Fellowship with the Advanced Institute for Management Research and elected a Fellow of the British Academy of Management, and in 2006 became a Fellow of the Sunningdale Institute. Author of 15 books and many articles, he has acted as advisor to various national governments, international bodies including the United Nations, The World Bank and OECD and companies including Lego, Novo Nordisk, Mars, Toyota, UBS and Morgan Stanley.

# High Performance Leadership 2009 Booking Form

To join the 2009 Programme, please book online at [www.performhigher.co.uk](http://www.performhigher.co.uk) or send this booking form to: Perform Higher, 174 Loughborough Road, West Bridgford, Nottingham, NG2 7HZ  
Email: [HPL@PerformHigher.co.uk](mailto:HPL@PerformHigher.co.uk) Fax: 0115 933 8322.

## High Performance Leadership package (please choose one option)

### Action learning (£2,300+VAT\*)

Five action-learning workshops delivered at a regional location convenient to participants. Action-learning will be in small groups, with an experienced facilitator.

### Action learning + Coaching (£3,900+VAT\*)

Five action-learning sessions combined with three one-to-one coaching sessions delivered at a regional location convenient to participants.

### Masterclass 1: The Future of Work and Organisations (£250+VAT)

### Masterclass 2: Leading Sustainable Change (£250+VAT)

### Masterclass 3: High Involvement Innovation (£250+VAT)

### All three masterclasses (£700+VAT\*)

Three national, open events held in London, with highly renowned speakers and an opportunity to network with leaders from across the UK

### Action-learning + 3 Masterclasses + Network (£2,900+VAT\*)

Five action-learning workshops, three masterclasses and membership of the Leadership Network.

### Full High Performance Leadership Programme (£4,500+VAT\*)

Five action-learning workshops, three masterclasses, three one-to-one coaching sessions and membership of the Leadership Network.

\*Up to £1000 of the cost of High Performance Leadership may be recoverable from government funding for leaders of enterprises with up to 250 employees. Please contact us for details at [HPL@performhigher.co.uk](mailto:HPL@performhigher.co.uk).

## Choice Of Location

Please indicate your first (1) and second (2) preference for choice of location for the five action-learning workshops

London

Belfast

Edinburgh

Cardiff

Leeds

Birmingham

## Your Details

Surname \_\_\_\_\_ Mr/Mrs/Miss/Ms/Dr \_\_\_\_\_

First Name \_\_\_\_\_

Name for Badge \_\_\_\_\_

Job Title \_\_\_\_\_

Organisation Name \_\_\_\_\_

Organisation Address \_\_\_\_\_

Town / City \_\_\_\_\_

Postcode \_\_\_\_\_

Telephone \_\_\_\_\_

Fax \_\_\_\_\_

Email \_\_\_\_\_

Special Needs  
e.g. access, dietary \_\_\_\_\_

## Payment Details

Cheque enclosed for £ \_\_\_\_\_ *Please make cheques payable to "Perform Higher"*

Please invoice my organisation

Order number (if applicable) \_\_\_\_\_

Invoice Address (if different from above)

Contact Name \_\_\_\_\_

Job Title \_\_\_\_\_

Department \_\_\_\_\_

Address \_\_\_\_\_

Town / City \_\_\_\_\_

Postcode \_\_\_\_\_

Telephone \_\_\_\_\_

email \_\_\_\_\_