Leading an Entrepreneurial Culture to Drive Growth

9.00am – 5.45pm Friday 4 September 2015

Australian National Maritime Museum
2 Murray St, Darling Harbour Sydney NSW 2000

hib humanity in business

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Join us for a day of conversation with leaders who are creating competitive advantage by making it safe for staff to innovate.

In the face of constant change and disruption, leaders must improve agility to better respond to market conditions and still drive growth. Entrepreneurial cultures find it easier to take ownership and try new things whilst employees in many larger organisations find it harder to challenge existing thinking.

Most people in your team want to be the kind of person who takes initiative, handles setbacks and finds new solutions. On good days, they can feel close to that inner entrepreneur. That's a good day for your business too.

But on bad days or in tough times that same person can switch to fight or flight mode. Egos flare, silos deepen and the old way suddenly seems safer.

What choices can you make as a leader, to help your team tap into their inner entrepreneur more of the time?

More and more businesses are offering training on problem-solving, emotional intelligence or resilience. The smartest employers are also building cultures where teams are inspired to be entrepreneurial. They're consciously modelling values of courage and integrity. They're creating trust with clear principles, transparent communications and commitment to purpose. They're sharing stories of creativity and diversity, celebrating personal growth and experimentation, and enabling serious play with discussions and games.

We invite you to challenge your thinking of leadership with us.

Why Attend?

- Explore the opportunities that entrepreneurialism can create for your business, your employees and the wider community
- Learn from case studies and gain tools for leading entrepreneurial cultures: using vision and purpose to focus teams, modelling entrepreneurial behaviours, piloting and implementing new ways of working, games and virtual environments where teams can gain skills and confidence, partnerships with the not for profit sector
- Energise your team with an exercise in venture creation
- Develop a plan to seed entrepreneurialism within your existing culture
- Discuss real-world barriers and solutions

www.humanityinbusiness.com.au

Program

9am: **Welcome**
Muneesh Wadhwa - Founder
Humanity in Business

Kate Messenger - Director
Meme Partners

Is courage one of your corporate values –
how would a customer, employee or shareholder see
that in the actions and choices that your organisation makes?

9.30am: **Keeping your Organisation 'New' in Unpredictable and Fast Changing Times:**
The Need for Entrepreneurial Thinking
Steve Vamos - Non-executive director Telstra, former CEO Microsoft Australia and NZ
- The world has changed: why we need to think differently and make change the main game
- 'Obsessive' strategy and execution to enable change and innovation
- The heart of the matter: creating a workplace with less fear, more straight talk and more employee input

Participant discussion: If someone joined your team tomorrow, how would they understand that they're expected to be entrepreneurial? What would a more entrepreneurial culture look like in your organisation, what would be different about how your people worked, what your customers experienced and what your business could achieve? Where does your team most need to innovate?

10.30am: **Applications of Positive Psychology in the Workplace**
Dr. Timothy Sharp – Chief Happiness Officer
Organisational Consultant and Speaker/Presenter, Executive Coach & Clinical Psychologist
Adjunct Professor – UTS Business School & RMIT School of Health Sciences
- Why create a positive culture: the effect of fear on performance and collaboration
- What do positive emotions in the workplace look like?
- How you can develop and enhance positive emotions within your teams

Participant discussion: Is there a better way you can work - what would your ideal workplace look like? What can you do to make this a reality? What new skills might your team need: emotional intelligence, conflict management, resilience?

11.30am: **Morning Break**

11.55am: **Hardwiring Empowerment (Case Study)**
Bernadette Inglis - Group GM, Group Operations, Property and Procurement, Westpac Group
- Using vision to focus and guide empowered teams
- Implementing a new customer centric operational methodology to empower a team of 5,000+
- Scaling from the edge: the case for ground up

Participant discussion: What systems, processes or structures are holding back the creativity and initiative of your team? Where in your organisation could you pilot new team structures or workflows, new ways to solve problems, targeted process improvement or new ways to learn from the customer?

12.55am **Lunch Break**

1:55pm: **Intrapreneurs within a Corporate Environment**
David Cooke - MD, Konica Minolta Australia
- Using your own inner entrepreneurial talents within the corporate structure
- Making the guiding principles clear: demonstrating that it's safe to challenge and to fail
- The power of purpose to unleash creativity and intelligence
- Leveraging partnerships with the not for profit sector to build your culture

Participant discussion: How does your leadership team's behaviour encourage or discourage entrepreneurial behaviour in the rest of your staff? How could you consciously model the right way to challenge and receive ideas? What can you do in the next 4 weeks?

2:55pm: **Ideation for Inside Out: an Exercise in Venture Creation**
Gauri Bhalla - Curious Collective / Rob Caslick - Social Entrepreneur
In a hands on session, we'll apply the 'business model canvas' tool to create possible futures for Rob's social venture, Too Good Soups, then pitch our ideas to him. We'll utilise your business skills to grow a real venture, and explore how for purpose and shared value models can create deep staff engagement and equip your team to drive business value.

3:35pm: **Afternoon Break**

3:50pm: **Leading in the Connected Era**
Chris Ridd - MD, Xero
- The Connected Era has changed how we live, work and play. Yet the way we lead is largely a 19th century model. How can leaders adapt and transform the way they manage and inspire organizations?
- How to address the need for change by overcoming the barriers to change occurring
- How can organizations build a workforce capable of competing in a new global market?

Participant discussion: What prevents your team from feeling empowered today and what can you do to remove these barriers? Can you create safe places within your business for teams to experiment and gain confidence: games, challenges, labs, virtual environments? What can you do this week? This year?

4:50pm: **Thought-Leaders Discussion: Seeding Entrepreneurial Cultures within Operational Realities**
Steve Vamos, Bernadette Inglis, David Cooke, Andy Lark, Gauri Bhalla
During this session we will facilitate a discussion with the audience and the panel, to share ideas, insights and learnings from the day and look at the challenge from different perspectives.

5:30pm **Wrap up and Parting Thoughts**
Muneesh Wadhwa - Founder, Humanity in Business
Kate Messenger - Director, Meme Partners

5:45pm **Conference Close & Drinks**

Presenters

Muneesh Wadhwa
Founder
Humanity in Business

"Organisations that can authentically build a sense of community within their culture create an environment of trust and care, which is critical to collaboration and innovation."

Kate Messenger
Director
Meme Partners

"It's a tragic waste of a brain and a life to work at something that feels meaningless. And no organisation can survive unless its employees care enough day to day, to take initiative and find new solutions. It's a leader's role to help people put more into and get more out of their work."

Steve Vamos
Non-executive director
Telstra

"Leadership is the beginning, middle and end of what creates sustainably great organisations and when missing, leads to their demise. Leadership is the capacity of people and organisations to embrace change, make it happen, with the support of internal and external stakeholders. Anyone in an organisation can lead, if the people at the top lead effectively."

Bernadette Inglis
Group GM, Group Operations, Property and Procurement
Westpac Group

"Driving an entrepreneurial culture requires leaders who can optimise and leverage risk, engagement and ethical behaviours within a strong corporate and commercial culture, for the long term benefit of the organisation, its customers and its community."

David Cooke
MD
Konica Minolta Australia

"We can only drive strong commercial outcomes by engaging staff and leveraging the power of each individual throughout the organisation. The concept of 'shared value' is a powerful solution, whereby the corporate sector builds strong relationships with the communities in which they operate, through forming long term sustainable partnerships with the not for profit sector."

Gauri Bhalla
Curious Collective

"Intrapreneurial organisations who enable creativity, curiosity and test and learn capabilities are creating compelling business models. True leaders bring a 'for purpose' mission to these organisations creating compelling and resilient cultures that inspire their people and customers to flourish."

Dr Timothy Sharp
Chief Happiness Officer
The Happiness Institute

"The simple fact is that when understood properly, happy workers are better workers. Applying the principles of Positive Psychology in the workplace can create a more positive culture, boost engagement and ultimately, lead to better performance and productivity! What's not to like about that?"

Chris Ridd
MD
Xero

"I am passionate about building and leading diverse teams of people based on a pragmatic approach that breaks many of the corporate rules and norms that I grew up with in the first 20 years of my career working in big US based multi-nationals."

Registration

Three ways to register:

Early Bird Offer - until July 20th

Advance purchase 4 One Day Event tickets with Humanity in Business and save up to 40% off the Individual rate. Tickets are valid for 24 months and fully transferable.

☐ Advance Purchase 4-Pack - $2,160 + GST

Table of 8 (Save up to 40% off Individual rate)

☐ Table of 8 - $4,320 + GST

Individual

☐ Business Leader / Manager - $900 + GST

☐ Consultant / Coach - $700 + GST

☐ Not-For-Profit / Government / Academic (non-commercial) - $600 + GST

We offer between 6 and 8 one day events a year.
Some of our future calendar events we are planning are below.
Topics may be edited slightly

- Creating Entrepreneur Cultures for Growth – September 4 2015
- Humanity in Marketing Summit – September 18 2015
- Leading Change through Shared Purpose & Values
- Is Academia Creating the Business Leaders of Tomorrow?
- Creating a Culture of Innovation
- Happiness at Work for Improved Productivity
- Leading Great Workplaces 2016 - Addressing Business Challenges Mindfully

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