



**INSPIRING
LEADERSHIP IN
THE FINANCIAL
SERVICES SECTOR**



ABOUT THE ORGANISER

Mauritius Finance is the leading voice for the financial services industry in Mauritius. It brings together key players including banks, management companies, accounting firms, law firms and institutional investors, the Stock Exchange of Mauritius and all other licensees of the Financial Services Commission (FSC), aiming at promoting the Mauritius International Financial Centre.



ABOUT THE DELIVERING PARTNER

The University of Manchester has over 150 years' experience of providing learning and development solutions in the higher education (HE) sector. With origins dating back to 1824, we are a leading global research based university, ranking 27th in the world, 6th in Europe and 5th in the UK in the latest (2020) Academic Rankings of World Universities.

Alliance Manchester Business School, part of The University of Manchester has been actively developing both accredited and non-accredited executive education programmes for over 50 years. We are a full-service provider across the executive education process (from needs analysis and assessment, to design and delivery, to follow-up mentoring and coaching) and we offer the full range of executive development intervention types – from strategic to tactical, from board level to middle management, from hard to soft skill focus and from broad holistic leadership and management programmes

to specialist technical training in particular aspects of business processes. We offer both open enrolment and highly customised 'bespoke' programmes and have extensive experience in designing and delivering successful executive courses for some of the world's leading companies, across multiple sectors around the globe.

Recent clients include: Audi, BAE Systems, Bentley Motors, BP, China Development Bank, the Cooperative Group, Department of Health, Department for Education, ICBC (Industrial and Commercial Bank of China), Intouch (Thailand), Manchester

Airport Group, Ministry of Finance (China), Mitie, NHS Leadership Academy, NHS Education England, numerous NHS Trusts, Tenaga Nasional Berhad (Malaysia), Tesco, Thales, Together Trust, United Utilities. Case studies and testimonials from these clients are available on request.

The 2020 Financial Times survey ranks our executive education 3rd in the UK and 21st in the world for customised programmes. We have also won the major international, EFMD Excellence in Practice Awards – having been awarded Gold for Professional Development.



PROGRAMME OVERVIEW

Disruption in the financial services industry is greater than it has ever been. As a consequence, a new breed of executive is required; Leaders who can combine high level business knowledge, experience and understanding with the ability to develop transformational strategies fully aligned with business goals and objectives - leaders who possess both the confidence and personal skills to drive organisational change.



This programme will be delivered as a series of lectures, interactive workshops and webinars. Delegates can also access our online University of Manchester library via a Virtual Learning Environment.

On day 1 you will gain an understanding about how your personal leadership traits influences team dynamics. This high-energy session will provide you with the guidance to review and understand your leadership DNA. Later, you will apply your new personal leadership understanding to how you build and lead an effective and high performing team.

Day 2 of the programme will focus on disseminating the best practice strategic and practical advice around the process of innovation. During the session you will develop an understanding of the strategic thinking in organisations and what you require to become an effective strategic leader and decision maker.

Industry speakers will further contextualise programme themes, following the in-person course. Through the University of Manchester's extensive network, we will invite exceptional individuals associated with organisations of excellence to share their insights about the financial sector. This short-series of webinars will be delivered online and facilitated by AMBS.

As further support in developing leadership competencies, each delegate will receive leadership coaching (1-2-1) that is tailored and designed to help you achieve their goals as a leader.

By the end of the programme you will be more mindful about how you are as a leader. You will also be able to critically discuss the latest technology developments in finance.

Target Participants

Team Leaders, Managers/Senior Managers and Executives, from both the private and public sectors, tasked with the responsibility of creating responsive organisations in an era of turbulent digital change.

SESSION OUTLINES

Pre-session – online

1. A 20-minute Introduction to Virtual Learning Environment.
2. A Hogan Psychometric Assessment, which must be completed 3 weeks prior to the programme start date.

Note: Delegates are required to be registered through Mauritius Finance prior to the programme start date.

Pre-Workshop Preparation

Each workshop will require small preparation tasks to be completed to enable delegates' engagement during the workshop. The preparation will be done online via the Virtual Learning Environment. (E.g. delegates will be required to read an online article or to engage in some reflection.)



THE PROGRAMME IN DETAIL

Day 1: Welcome & Leading Self and Leading Teams

Leading Self - AM

In order to facilitate this workshop, we will reference the Hogan psychometric assessments.

The Hogan assessment tool is the starting point of a journey to understanding management and leadership. The workshop provides you with the guidance to review and understand your personal psychometric assessment and in turn understand your leadership DNA.

During the workshop you will be asked to work together on interactive activities to explore the theory and practice of leadership having understood who and how they are. This will encourage challenge and critical thinking towards common and specific organisational leadership challenges. This will be co-created in the workshop using the expertise of the facilitator and your own experiences. The specific learning objectives include to:

- > Encourage leaders to more mindful about how and who they are and its impact on decision making
- > Appreciate a leader's influence on their team and others
- > Develop an understanding of the different routes to successful leadership
- > Challenge and investigate leadership approaches in theory and practice

Leading Teams - PM

Building on the Personal Leadership session you will apply their new personal leadership understanding to how you build and lead an effective and high performing team. Blending theory and practice with you own lived experiences to date, the session will explore how leaders understand their staff and develop good working relationships. After analysing team dynamics the session will move to examine the talent management cycle and how it can be used to plug essential gaps in your teams knowledge and skills base. In this you will recognise and appreciate the need of different members of staff and their development in the organisation (e.g., Millennials). As a manager and leader of a team this session will move the focus from you to the team.

During the workshop you will be asked to work together on interactive activities exploring personal biases/heuristics and team productivity. This will encourage challenge and critical thinking towards common and specific organisational challenges involving teams. This will be co-created in the workshop using the expertise of the facilitator and the delegate's experiences. The specific learning objectives include to:

- > Understand team dynamics in organisations
- > Appreciate leaders' influence on their team and others
- > Understand talent development and its potential impact on team effectiveness
- > Challenge existing practices and apply new learning into an organisational setting

Supported with online materials provided by a Virtual Learning Environment (VLE)

Day 2: Strategy and Innovation

This workshop will develop your understanding of the strategic thinking in organisations and enable you to become an effective strategic leader and decision maker. We help you to unpack the strategy value chain and focus on strategic positioning, organisational capabilities and strategic choice.

Alongside this will come a better understanding of how to implement strategies to avoid the danger of missing major opportunities for growth and development. Linked to this you will also understand the importance of innovation and how to bring about changes both incremental and radical within the organisation. Fundamentally, you will examine the role of leaders in innovation and how this is defined in your organisation and how to recognise the drivers of innovation and mitigate risks whilst seeking new opportunities.

Learning outcomes:

- > Appreciate strategic thinking from three perspectives; military; games and business
- > Identify critical success factors for developing an effective strategy
- > Understand the drivers for innovation and characterise different types of innovation
- > Identify and evaluate critical success factors for developing an innovative organisation

Award Ceremony

An award ceremony followed by a networking cocktail at which Professor Bryan Lukas will be presenting University of Manchester Certificates of Completion.



CONTINUING YOUR LEARNING & DEVELOPMENT JOURNEY

Further to the in-person sessions, you will receive 1-2-1 executive coaching and have access to a series of online webinars delivered by leaders in industry.

As further support in developing leadership competencies, each delegate will receive leadership coaching that is tailored and designed to help you achieve their goals as a leader.

You will also have access to a series of webinars. Delivered by leaders in industry and designed to provoke thinking about new methods of value exchange, the webinars will ask you to consider what might happen if money is no longer the mainstay of value exchange. They will also examine current and emerging digital technologies and explore how these transformations might provide exciting opportunities for organisations to rethink the way they operate.



WEBINAR TOPICS INCLUDE:

- > Corporate Governance & Society
- > Crypto Economy and Governance of Blockchain System
- > Digital Strategy and Business Models in Financial Services

The Facilitators

Dr David Hughes, (Associate Professor) of Organisational Psychology

David is Senior Lecturer (Associate Professor) of Organisational Psychology, Programme Director for the MSc. Organisational Psychology and MSc. Business Psychology, and has extensive experience of working with executives from across the globe. He joined the Alliance Manchester Business School in January 2015 having previously developed and directed the MSc. Business Psychology at Coventry University. His PhD research, conducted at the University of Manchester, identified personality traits that influence consumers' use of credit (loans, credit cards) and insurance (genuine and fraudulent claims).

David's research interests centre on individual differences (e.g., personality, emotions, motives) and can be broken down into three main areas: (i) theoretical nature and measurement of individual differences, (ii) the role of individual differences in workplace creativity, and (iii) individual differences in unethical, impulsive, and deviant behaviour. His research has been published in top-tier journals, including, The Leadership Quarterly, Journal of Abnormal Psychology, Personality and Social Psychology Bulletin, Emotion, Emotion Review, European Journal of Work and Organizational Psychology, and Computers in Human Behaviour. He also has considerable experience in the development and evaluation of psychometric tools and co-edited the two-volume Wiley Handbook of Psychometric Testing.

Professor Bryan Lukas, Professor of Marketing

Bryan is our Academic Director of Executive Education and a senior professor specialized in competitive analysis and market strategy. In this capacity, he has provided advice to well-known companies around the world and served as an expert witness in numerous legal proceedings. Bryan has enormous experience in delivering customised executive education across a number of industries, having taught well over 1200 managers at various executive levels in the UK, EU, South East Asia and Australia.

Bryan's academic record is distinguished by several awards, including a Best Services Article Award, three Best Paper awards from the American Marketing Association and two Best Paper awards from the Australian and New Zealand Marketing Association. Bryan has co-authored three textbooks — Marketing Principles (Cengage, in 3rd edition), Marketing Research (McGraw-Hill, in 4th edition) and Marketing Management (John Wiley & Sons).

GET IN TOUCH

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