Session 12

<u>Thierry Bonetto:</u>

"Why business experimentation fails in executive programs?

I have tried for many years to leverage action learning in HiPos/ Executives programs, in a way that brings value to participants and to the company. But it has rarely worked as effectively as I would have expected… I intend to share some lessons from experience & draw a possible list of critical success factors, also asking for complements, insights & contributions…."

<u>Marischa van Zantvoort and Alasdair Philip</u>

We will talk about what it means to 'transform' as a business interventionist versus 'change'. From there we will move into 'how' we do that working with our clients.

<u>Wyn Owen</u>

Leading Change: Leadership lessons from unexpected quarters

A gallop through some principles of change leadership; exploring and considering what might be learnt from a broad sweep of sources ranging from ancient Chinese military strategy, through formula one motorsport, children's toys, and nature – all the way to science fiction.

<u>Bennie Anderson:</u>

How we co-created cooperative engagements to enhance business performance: An African story.

In this presentation I will share how The Da Vinci Institute engaged representatives from emerging, small, medium and large organizations (over an extended period of time) on matters related to business performance.

A **reflective generative approach** has been followed to explore aspects of critical importance to their business performance, operating within a developing socio-economic context.

As part of the onboarding process to **co-create** an understanding of **who they are**, **what they do** and **how they operate** as individuals and workplace entities, the following constructs were utilized:

- Integrating concrete **experience**, reflective **observation**, **conceptualization**, and **experimentation** in managing performance.

- Exploring the energy flow patterns between **agreement/disagreement** and **social interaction**, amongst employees and employers.

- Applying the principle of **interconnectedness** at work.

- Having **fun** whilst being busy with work.

- Making sense of juggling different **realities** at the same time.

Against this background more detailed questions were asked related to their **business operations**. In this regard aspects related to the **management of technology and** the **management of innovation** took priority, whilst the **management of people** and the relevance of their surrounding **eco-systems** (micro.meso.exo,macro) emerged later. Examples of questions will be presented during the session.