



The purpose of the SLDA is to encourage the understanding of the sustainable application of systems leadership theory in diverse work environments.

SLDA Newsletter Volume 4
Conference—Special Edition

This newsletter will be published at minimum on a bi-annual basis in January and July. Content contributions from members are welcome, please forward these to Clive Dixon via dixonfreelance@icloud.com

Welcome to 2024!

Hi everyone, we are looking forward to seeing as many of you as possible at the Systems Leadership Development Association conference on the 18,19 & 20 April at the Hilton Hotel in Cairns. In this special edition of the SLDA newsletter we are pleased to share more details on the program, timing and a selection of bio's for some of the speakers we have lined up for the event.

To secure your place please register your attendance, including any dietary requirements and which workshop you would like to attend on the Thursday (if applicable), with our secretariat Emma Trumper via email to enquiries@sldassociation.com. Registrations will close on Wednesday 27th March 2024 so please let us know as soon as possible if you would like to secure your place.

Conference details

Where: Hilton Hotel Cairns

When: Thursday 18th April—Saturday 20th April inclusive

Theme: Connecting with purpose

Purpose: To encourage the understanding of the sustainable application of Systems Leadership theory in diverse work environments

Cost: \$495 *

*The conference fee includes your SLDA membership fee for 1 year as well as the networking event on Friday evening and conference dinner on Saturday evening

Timings:

Thursday 18th April

08.30 tea and coffee in the foyer of the conference rooms

Workshop 1 09.00—16.00

Workshop 2 09.00—12.00

Workshop 3 13.00—16.00

*Attendees of all workshops are invited to join for lunch in the hotel restaurant

Friday 19th April

08.30 registrations

Conference sessions run from 09.00—16.00

17.00—19.00 Cocktail party on the hotel deck overlooking the Trinity Inlet

Saturday 20th April

08.30 tea and coffee in the foyer

Conference sessions run from 08.50—17.00

18.00 Dinner in the hotel restaurant

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Conference Program

Thursday 18 April

Learning and Development Workshops

Workshop 1: 09.00 – 16.00

Introduction to the concepts, models and tools of Systems Leadership

Presenters: Mark Potter & Rod Barnett

Workshop 2: 09.00 - 12.00

Accountability: the different ways people are or are not held to account for their work and the consequences. Related systems and leadership.

Presenters: Ian Macdonald

Workshop 3: 13.00 – 16.00

Capability and the Levels of Work

Presenter: Geoff McGill

Friday 19 April

The Future of Systems Leadership: New developments in MAC and the CIC, including the website.
Presenters: Ian Macdonald & Angela O'Brien

Considering Intensive Care using Systems Leadership

Presenter: Julie Highfields

Can we utilise Systems Leadership to understand and improve staff experience in UK healthcare?

Presenter: Adrian Neale

Artificial Intelligence in Education: A showcase of the latest curriculum developments in Virtual Reality and Augmented Reality, using HoloLens in remote learning

Presenter: Bruce Houghton

A decade of using systems leadership in the UK education sector

Presenter: Angela O'Brien

Cocktail party on the hotel deck overlooking the Trinity Inlet

Saturday 20 April

Systems Leadership in the aged care sector

Presenter: Renee Peterson

Let's talk about connecting with purpose and our association!

Discussion group sessions

Systems Leadership and sustainability at Mareeba State School

Presenter: Hannah Simpson

Sharing Practical Approaches for Purposeful Connections

Presenter: Rod Barnett

Systems Leadership, Connecting with Purpose in Service Organisations

Presenter: Tim Banner

VALPEO enables a comprehensive insight into the coherent alignment of people, work, and strategy in a measurable way.

Presenter: Darrell Cox

Systems Failure: Robo Debt

Presenters: Geoff McGill & Don Farrands

Conference dinner in the hotel restaurant

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Speaker bios

Roderick Barnett



Rod founded Salient Consulting, and first worked with Systems Leadership in 1996. He has been associated with Macdonald Associates ever since, and Systems Leadership is at the core of most of his work. He enjoys working in a variety of organizational and cultural contexts. Rod is immensely grateful for the generosity and learning received from Systems Leadership associates and clients over many years.

For 6 years he was the Vice President of IODA (the International Organization Development Association) and is their ambassador for the Oceania region. In 2023 he received the Richard Beckhard award from IODA. He currently works on a committee which makes an annual award to practitioners applying O.D. to work of reconciliation and conflict resolution around the world. Rod is on the leadership team of O.D. Australia, which celebrates 25 years in 2024

Angela O'Brien OBE Managing Director



Angela has 30 year's experience in Primary Education, leading schools across the East Midlands in England and was awarded an OBE by King Charles in 2020, for her leadership of schools in challenging circumstances.

As a National Leader of Education and Director of Primary Education in The Spencer Academies Trust, she transformed failing schools, built new schools and improved established ones. She developed a collaborative approach across schools which resulted in significant improvements for pupils, a culture of innovation and development of new effective leaders.

Many of the 18 primary schools currently in the Trust serve disadvantaged communities including Wyndham Primary Academy, an outstanding school which has been awarded EEF Research School status and is one of the 25 schools nationally across the UK that now works to support other schools.

Angela took Wyndham from a bottom 200 school in the country to Outstanding in three years through transforming the culture to one that places a shared vision and Systems Leadership at the heart of everything.

Angela is trained as a coach and has a passion for developing others and applying the experience of leading complex organisations within and beyond educational settings.

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Speaker bios

Dr Julie Highfield BSc, DClinPsy, CPsychol



Dr Julie Highfield is a Consultant Clinical Psychologist & Lead for Organisational Health in Adult and Paediatric Critical Care, Cardiff. She is the Director of Wellbeing for the Intensive Care Society. Julie qualified as a clinical psychologist in 2008 and became a consultant clinical psychologist in 2013. She specialises as a clinical psychologist in medical and health care settings, working with patients, their loved ones and the staff who care for them. She has worked in several settings including perinatal mental health, nephrology, cardiology, respiratory medicine and for the last 9 years has specialised in critical care. She contributes to several national guidelines and is a regular speaker at intensive care conferences. In parallel to her

psychology role, Julie has also worked as a Project Manager for Macmillan Cancer Care, was the Associate Clinical Director of Cardiff Critical Care, and the Director of Wellbeing for the Intensive Care Society. She co-chairs the national group of psychologists in intensive care UK (PINC-UK). She also offers independent consultation work to other NHS Trusts in the UK, currently including The Welsh Emergency Retrieval and Transfer Service, Northern Trust in Northern Ireland, and Manchester Foundation Hospitals NHS Trust.

Julie works closely with staff in their experience of working in healthcare, as well as advising managers on matters of workforce wellbeing. Her role with the Intensive Care Society led to her leading a BMJ award winning UK wide wellbeing and leadership programme for UK intensive care professionals.

Julie has played an active role with the British Psychological Society and was previously secretary for its Division of Clinical Psychology in Wales. She led the BPS team writing the National Guidance for Staff in the Coronavirus Pandemic, and co-authored BPS guidance on integrating psychologists into healthcare settings. She has also co-authored guidance from the Association of Clinical Psychologists for Post Event Team Reflections following incidents in healthcare. Julie has worked with the Welsh Assembly Government in various projects, including as the lead for Critical Care Workforce Task and Finish Group, and Modelling for Rehabilitation for patients post COVID-19, and the Wellbeing Conversation Tool. She has several peer reviewed publications, book chapters, and guidance in the field of psychology in healthcare, critical care, staff wellbeing, and leadership including the chapter A UK Intensive Care Unit in the Pandemic for the recent book Organisations and Leadership during COVID-19: studies using Systems Leadership Theory

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Speaker bios

Dr Adrian Neal Consultant Clinical Psychologist. Head of Wellbeing for Aneurin Bevan University Health Board.



Adrian qualified as a Clinical Psychologist in 2003 and for the first 10 years worked within NHS England Adult, Community, and Acute Adult Mental Health Services. He was also a part time Lecturer Practitioner on the Coventry and Warwick Universities Clinical Psychology Doctorate. After completing an MSc in Organisational Psychology, he has specialised in Occupational Health and Wellbeing within the public sector. Moving to South Wales in 2014 to take up the role of Head of Wellbeing within Aneurin Bevan University Health Board (ABUHB) he has subsequently collaborated with a number of public sector organisations both within the UK and internationally. These have included the Welsh Ambulance Service, Welsh NHS Finance Academy, Gwent Police, Emergency Medical Retrieval and Transfer Service (EMRTS), London Air Ambulance, Health Education and Innovation Wales (HEIW), National Academy of Education Leaders (Wales), Social Care Wales, Welsh Government, The Kings Fund and the Institute of Health Innovation.

Adrian views occupational psychosocial factors such as leadership, culture and psychological safety as the cornerstones to organisational health and wellbeing, and ultimately sustainability, and co-leads the innovative Leading People leadership programme within Aneurin Bevan University Health Board. Adrian is also Past Co-Chair of the Applied Psychologists in Health National Special Advisory Group, past Co-chair of the Division of Clinical Psychology's (DCP) Leadership and Management Faculty, and DCP Wales, and Chaired the British Psychological Society's 2020 working group examining the impact of the pandemic on practitioner psychologist's wellbeing. Adrian is a postgraduate academic supervisor at Cardiff, Cardiff Metropolitan, and Plymouth universities and has published academic articles and book chapters relating to mental health, occupational health, organisational culture, leadership and occupational well-being. In 2022 Adrian jointly won the Association of Business Psychology's Excellence in Strategy award, and in 2023 his team won NHS Wales awards for both 'Wellbeing Interventions' and overall outstanding submission for their Avoidable Employee Harm initiative.

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Speaker bios

Renee Peterson



Renee Peterson discovered the power of Systems Leadership in 2017 via a recommendation to Mark Potter and Geoff McGill to support ongoing transformation efforts at Care Connect, a large Aged Care Community Care Provider. Having led and experienced significant organisational and market shifts over her 25-year career in Human Resources, her years as Executive General Manager-Operations with Care Connect provided the platform to build the organisation's capacity to create the conditions for positive and long-lasting cultural change and improved performance through the application of Systems Leadership.

Renee has held generalist Human Resources and Senior HR roles across The Just Group, Tabcorp, Deloitte and Care Connect. In her opinion, there are very few organisational challenges that cannot be examined through the lens of Systems Leadership. Renee believes in the power of the integrative nature of SLT and its relationship with other methodologies for organisations to utilise in building systemic adaptive capabilities.

Renee has been consulting for the past 12 months and has utilised Systems Leadership to help organisations position their change journeys and build more aligned leadership teams. Accredited as a Lean Six Sigma Yellow Belt, as well as a Reiss Motivation Profile Master, Renee holds a Bachelor of Arts and a Graduate Diploma in Human Resources.

Tim Banner



Tim is based in Newcastle, Australia.

Since 2009, he has consulted extensively in the public and private sectors in Australia and New Zealand. Previously, he spent 20 years in the UK within the Financial Services industry, and during that time, he held various leadership roles.

His focus is helping leaders improve service delivery and culture. He is the author of the book 'Reconceive: New thinking for progressive leaders to create productive, positively viewed service organisations'.

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