

Preliminary Programme – Advance Leadership Training in CARICOM States

Belize City, Belize – April 25-30, 2010

25 April	<b>Registration and Opening ceremony</b>	
18.00	Registration of participants and document distribution	<i>CRFM Secretariat</i>
	National anthem of Belize	
18:30	Welcome	<i>Milton Haughton</i>
	Prayer	
	Welcoming remarks from the CRFM	<i>Hugh Saul</i>
	Remarks from the UNU-FTP	<i>Ö. Knútsson /Tumi - tbc</i>
	Remarks from the Chairman of the CRFM Forum	<i>Rufus George</i>
	Remarks from Chairman of the UB Board	<i>Imani Fairweather-Morrison, – tbc</i>
	Keynote address	<i>Minister of Fisheries</i>
	Vote of thanks	<i>Bernard Watler</i>
19:30	Dinner Reception	
<b>Day 1</b>	<b>Leaders or managers!</b>	
08:30	Programme overview - Schedule, house-keeping, rules of engagement, expected outcomes, programme organization, working groups	<i>M. Haughton &amp; Ö. Knútsson</i>
	Introduction of participants in a reflective manner - Key issues, challenges, problem areas, organizational opportunities, personal goals, expectations of the workshop	<i>M. Haughton &amp; Ö. Knútsson Participants</i>
10:30	<b>Break</b>	
10:45	Understanding the difference between leadership and management and what´s expected of leaders?	<i>B. Watler, H. Gestsson &amp; Á. M. Arnarsson</i>
	Leadership in public administration organizations in the Caribbean –National leaders versus regional leaders	<i>David Gibson</i>
12:15	<b>Lunch</b>	
13:30	Building excellence	<i>Sharret Yearwood, Ö. Knútsson &amp; H. Gestsson</i>
	A leader of institutional change – an interview (Video) - <i>Matís – Icelandic food research – Sigurgísladóttir S.</i>	
	A leader´s personality and personality traits	<i>Jean Perriott &amp; Á. M.</i>

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		<i>Arnarsson</i>
15:15	<b>Break</b>	
15:30	Personality insights through self assessment	<i>Jean Perriott &amp; Á. M. Arnarsson</i>
	Group assignment 1 - Characteristics of fisheries leaders at multiple levels of governance - Leaders or managers; local, national, regional and international leaders; leadership traits for chief fisheries officers/directors of fisheries	<i>Patrick McConney &amp; Ö. Knútsson</i>
17:30	Day 1 close	
<b>Day 2</b>	<b>Vision and performance!</b>	
08:30	Reflections on the previous day	<i>Jean Perriott &amp; Á. M. Arnarsson</i>
	Working group presentations	<i>P. McConney, Participants</i>
10:15	<b>Break</b>	
10:30	A strategic vision – Regional versus national	<i>Vincent Palacio , Ö. Knútsson &amp; H. Gestsson</i>
	Corporate Social Responsibility and Stakeholder analysis	<i>Sylvia Cattouse, Ö. Knútsson &amp; H. Gestsson</i>
	Proactively meeting stakeholders expectations (Video) - <i>Hafró – Marine Research Institute –J. Sigurjónsson</i>	
	Institutional mandates –Fisheries office, Ministry, CRFM	<i>M. Haughton</i>
12:15	<b>Lunch</b>	
	Group assignment 2 – Case (five questions) questions 1, 2 and 3 – Mandates, organizational vision, stakeholder analysis – Working group presentations, part 1	<i>V. Palacio, H. Gestsson &amp; Ö. Knútsson Participants</i>
15:15	<b>Break</b>	
15:30	Goals and performance –Aligning goals between levels	<i>Melanie Simmons, H. Gestsson &amp; Á. M. Arnarsson</i>
	Group assignment 2 – continued (questions 4 and 5) –New vision	<i>V. Palacio, H. Gestsson, Ö. Knútsson &amp; Á. M. Arnarsson</i>
17:30	Day 2 close	

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<b>Day 3</b>	<b>Leadership and performance!</b>	
08:30	Reflections on the previous day	<i>M. Haughton &amp; B. Watler</i>
	Working group presentations	<i>Vincent Palacio, Participants</i>
10:15	<b>Break</b>	
10:30	Leadership and high performance teams	<i>Sharret Yearwood &amp; Á. M. Arnarsson</i>
	Motivation and empowerment	<i>Melanie Simmons - Á. M. Arnarsson &amp; H. Gestsson</i>
	The importance of empowerment – interview (Video) <i>Skýrr – Árnason Th. (Discussions)</i>	
	Cooperation and networking	<i>Eda Arzu Patrick McConney &amp; Ö. Knútsson</i>
12:30	<b>Lunch</b>	
13:30	Field trip and networking	
<b>Day 4</b>	<b>Organizational change!</b>	
08:30	Reflections on the previous day (Mapping networks)	<i>Patrick McConney</i>
	Ethics and the leader –The leader as a role model	<i>Eda Arzu - H. Gestsson &amp; Á. M. Arnarsson</i>
10:15	<b>Break</b>	
10:30	Coaching of subordinates/team member	<i>Sylvia Cattouse - Arnarsson Á. M.</i>
	Leading diverse and cross functional teams –Diversity of teams, conflict management/resolution	<i>Sylvia Cattouse - Gestsson H. &amp; Arnarsson Á. M.</i>
	Group assignment 3 –Empowering your team – role assignment (use different case for each group to enrich the presentation)	<i>Sylvia Cattouse, Á. M. Arnarsson</i>
12:15	<b>Lunch</b>	
13:30	Leading organizational change –Reactive vs. proactive change	<i>B. Watler - H. Gestsson Ö. Knútsson &amp; Á. M. Arnarsson</i>
	Achieving organizational excellence	<i>B. Watler - Ö. Knútsson &amp; H. Gestsson</i>
	Seeking excellence – an interview (Video) <i>Promens- Geirsdóttir R.</i>	
15:15	<b>Break</b>	
	Group assignment 4 –A new vision – Leading the transformation – part 1	<i>B. Watler &amp; H. Gestsson</i>
17:30	Day 4 close	

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<b>Day 5</b>	<b>Leadership acquired!</b>	
08:30	Reflections on the previous day	<i>M Haughton.</i>
	Working group presentations	<i>B Watler &amp; Participants</i>
10:15	<b>Break</b>	
10:30	Adapting for an effective leadership style	<i>V. Palacio - Arnarsson Á. M</i>
	Personal growth	<i>V. Palacio - Arnarsson Á. M</i>
	Developing leadership – an interview	
12:15	<b>Lunch</b>	
13:30	Oral and written evaluation	
	Individual assignment 1 –A leaders plan for personal growth and implementing change (Presenting a new organizational vision or another topic of the selected by the participant)	<i>S.Yearwood, H. Gestsson, Ö. Knútsson &amp; Á. M. Arnarsson</i>
	Presentations by participants (video made of presentations; participants and facilitators comment; focus on persuasion; instructions and guidelines will be given on day ;should focus on issue relevant to participants work)	
17:30	Closing remarks	<i>Hugh Saul</i>
	Social evening (Certification awarded)	<i>M. Haughton</i>