

# Achieving Knowledge Excellence

## Putting learning at the heart of the organisation

### Speaker biographies



#### **Dr Paul Aitken**

Paul is an independent leadership and organisational development adviser, educator, and Founder of 'Mastering Leadership Agility' ([www.mla.so](http://www.mla.so)). He was formerly Deputy Director of The Leadership Trust Foundation (Centre for Applied Leadership Research). He is first author of 'Developing Change Leaders' (Elsevier: B-H, 2010), Visiting Faculty at Henley Business School, Southampton University, the National University of Ireland, University of Gloucestershire (Vietnam) and Adjunct Professor at Bond University (Australia). Paul was previously R&D Director for Concordia International Ltd., a business transitioning and leadership capability building service; assisting managers to execute strategy through change leadership, using evidence based leadership practices, deep dialogue diagnostics, communication and learning tools, and business/people impact measurement methodologies.

In the UK Paul has worked as a senior human resource manager/internal consultant in the private utility and public sectors, reporting at Board/SMT level. External consulting assignments in European and Asia-Pacific private and public sectors most recently focus on Chief Executive and senior executive team development, current and future leader's assessment/development, and effective business transitioning leadership.

Paul combines advising, training and educating with research and writing on: how to develop agile business transition leaders, the business impact of executive's personal values, collective leadership, and leadership for performance/worldly sustainability. He mentors, research supervises and teaches executives pursuing Doctoral, Masters and DMS programmes in his consulting/ research topic interests. Paul delivers and chairs leadership conference presentations and provides Board/senior executive learning facilitation, business consultancy, executive coaching and coaching supervision services.



#### **Professor Jean M. Bartunek**

Jean is the Robert A. and Evelyn J. Ferris Chair and Professor of Management and Organization at Boston College, where she has taught since 1977. Her Bachelor's degree in psychology and sociology is from Maryville University (St. Louis), and her PhD is in social and organisational psychology from the University of Illinois at Chicago. She is a past president (2001 – 2002) and fellow (since 1999) of the Academy of Management. In 2009 she won the Academy of Management's Career Distinguished Service Award. From 2008 – 2010 she was a visiting international fellow of the Advanced Institute for Management Research in the UK ([www.aimresearch.org](http://www.aimresearch.org)).

Jean has published over 100 journal articles and book chapters, as well as five books. Her papers have appeared in a number of prestigious outlets, including, amongst others, the Academy of Management Journal, Academy of Management Learning and Education, Academy of Management Review, Administrative Science Quarterly, and Organization Science. Her primary substantive research interests are in organisational change and academic-practitioner relationships.

Jean is an associate editor of the Journal of Applied Behavioral Science and an incoming associate editor of Academy of Management Learning and Education. She was previously chair of the advisory committee for the Academy of Management Journal. Jean is currently a co-editor of a special topic forum in the Academy of Management Review on caring and compassion in organisations. She is also currently serving as the Ethics Adjudication Chair for the Academy of Management.



## Chris Collison

Chris is an independent management consultant and business author with 17 years of experience in knowledge management.

His corporate experience comes from long careers in BP and Centrica. In the late '90's he was part of BP's KM programme, a team accredited with generating over \$200m of value through pioneering knowledge management. In 2001 he joined Centrica, working at senior levels in Finance and HR, before becoming Group Director of Knowledge and Change Management.

In 2005 Chris left the corporate world to establish Knowledgeable Ltd. Since that time he has been working as a consultant in the field of Knowledge Management and Organisational Learning, and has had the privilege of advising over 80 organisations around the world, ranging from Vodafone and Credit Suisse to the United Nations and the Home Office.

Chris is probably best known as the co-author of 'Learning to Fly. Practical Knowledge Management from Leading and Learning Organisations', which has become a standard work in the KM field. The second edition was updated with stories from ten other leading and learning organisations, attracting endorsements from business leaders (Steve Ballmer, Microsoft CEO) and thought-leaders (Peter Senge, MIT). His second book, again co-authored with Geoff Parcell and (worryingly!) entitled "No More Consultants", was published in October 2009.

Chris works as an associate or visiting lecturer at a number of business schools, including Henley, Cranfield and Moscow, Liverpool and Ulster, and is a Chartered Fellow of the CIPD.

He tweets, blogs, links-in, runs a YouTube channel and participates in all the social media activities you would imagine for someone working in this field!

Chris is married with two daughters who happily occupy most of his spare time. He is active as a leader in his local church in Ascot, where he works with the youth group and plays keyboard in a band.

Website: [www.chriscollison.com](http://www.chriscollison.com)

Blog: [chriscollison.wordpress.com](http://chriscollison.wordpress.com)



## Ian Davies

Ian Davies has 25 years experience in Water and Wastewater Engineering. He is a Chartered Chemical Engineer and a Fellow of the Institution of Chemical Engineers. He worked for a research organisation, a design consultant, a water company and a contractor before joining MWH in 1999. MWH is a global leader in wet infrastructure and provides a variety of consulting, management, engineering, environmental, design and construction services.

For much of his early career Ian specialised in the Process Design of Water Treatment Plants. He was involved in a variety of projects aimed at supplying wholesome drinking water, in the case of the largest project to 1.5 million customers. Knowledge management was essential in that role and Ian was able to connect into MWH's global knowledge networks to help him deliver the most appropriate water treatment solutions for the client.

For the last 7 years, Ian has held a number of roles in Engineering Management and has led several large, multidisciplinary engineering teams. From 2005 to 2010 he was responsible for an integrated team of 300 engineers and technicians drawn from the water company client and its contracting and consulting partners. The team successfully delivered some 200 individual projects with a total value of £1bn.

In 2011 he took on the role of Head of Engineering for the newly established EA Design and is responsible for the 12 Technical Disciplines which form the group. Essentially, his role involves enabling technical excellence and the fast, efficient delivery of technical services through the development of technical people, processes, tools, systems and... knowledge.



## Dr Alison Donaldson

Alison is an independent specialist in narrative writing and organisational learning. She uses writing to stimulate reflection and collaborative learning. Alison does this by capturing and sharing stories about activities that are typically ephemeral and hard to measure/evaluate, such as people working together to share knowledge and make a difference to policy and practice. She is particularly interested in “the social life of documents”.

In 2011, Alison and her colleagues Elizabeth Lank and Jane Maher published their first joint book, entitled *Communities of Influence: improving healthcare through conversations and connections* (Radcliffe). It traces the story of how Macmillan Cancer Support brought together and sustained groups of health professionals over time to improve NHS care.

Professional links: Commissioning Editor for Spring 2012 edition of *Organisations & People* (journal of the Association for Management Education & Development) on theme of 'Making the invisible visible'. Visiting Research Fellow, University of Hertfordshire Business School. Member of small group ('A Working Alliance') developing innovative methods of reflective, collaborative inquiry. Member of McKinsey Alumni network.

Alison has first degrees in economics (Bath 1975) and sociology (Berlin 1980), and worked for Consumers' Association and McKinsey & Company in the 1980s. Much later, she completed her Doctorate of Management with Professor Ralph Stacey (Hertfordshire 2003). An understanding of complexity and emergence has been central to her work in organisational life ever since.

Alison can converse in English, German and French, and has somehow managed to organise life in such a way to include spending two summer months in rural France each year (with the help of broadband).

Website: [www.communities-of-influence.co.uk](http://www.communities-of-influence.co.uk)



## David Griffiths

David is Principal Researcher and Project Lead for K-Net Project, University of Edinburgh and Managing Director of a University of Edinburgh spin-out company, K3-Cubed Ltd. His background is in operations and project management, which has seen him work in the United States, Iceland and his native Wales. He started working with the University of Edinburgh in 2008, where he developed a new diagnostic toolkit for organisations looking to improve the performance of knowledge and learning processes. His research in this area has been licensed back to the University of Edinburgh where it is now used as a consulting tool within the University's Knowledge-Network project, which David also leads.

David has worked extensively as a consultant within public, private and third sector organisations in Asia Pacific, the Middle East and Europe; focusing on innovation, knowledge capacity building and organisational sustainability and resilience. He is currently acting as a special advisor to a Middle East government ministry, focused on building societal knowledge capacity. David's 2011/2012 publications include articles in the *Journal of European Industrial Training*; *Journal of Knowledge Management Practice*; *Advances in Developing Human Resources*; *KM World*, *Inside Knowledge*; *Managing Partner*; *Policing Today*; and commercial reports published by the Ark-Group. He continues to lecture at the University of Edinburgh, leading the post-graduate course on *Managing Organisational Knowledge and Learning*. David constantly looks to share his research and experiences, speaking at events such as *KM Russia*, *KM Asia* and the *OECD Innovation conference* in Manama.

Blog: [theknowledgecore.wordpress.com](http://theknowledgecore.wordpress.com)



## Sarah Grimwood

Sarah is a Chartered Civil Engineer with 20 years experience in the water and wastewater industry. Unusually this has all been with MWH, a global environmental engineering company specialising in providing innovative, sustainable solutions to some of the most challenging wet infrastructure projects in communities around the world.

As an engineering Project Manager she was involved in a variety of projects mostly associated with improvements and extensions to water and sewage treatment works ranging from small rural works to a large sludge processing centre. For the last 12 years Sarah has worked on a variety of tasks relating to Knowledge Management. She is committed to the promotion of knowledge sharing and reuse in MWH and works closely with the Technical Directors and Knowledge Community Leaders to obtain support and funding for these initiatives from the business.

She has organised both regional and global conferences and workshops to promote knowledge sharing, reuse and innovation and she also runs an internal award which recognises staff who take the opportunity to promote MWH through the publication and presentation of papers. MWH has been a member of the Henley KM Forum for many years and Sarah has participated in a number of projects and action learning groups.



## David Gurteen

David has worked as an independent Knowledge consultant for the last 15 years. Previously he was employed in high technology industries for over 30 years. In his early career he was a professional software development manager and at one time worked for Lotus Development as 'International Czar' where he was responsible for ensuring that products were designed for the global marketplace.

David is a keynote speaker, facilitator, consultant and writer and regularly presents and runs workshops on various aspects of knowledge management and social learning. He is particularly well known for his Gurteen Knowledge Cafes and workshops that he runs regularly around the world.

He is the founder of the Gurteen Knowledge Community - a community of over 18,000 people in 160 countries whose purpose is to help its members achieve their full potential by connecting them with like-minded people, new ideas, and alternative ways of working. Members receive his free monthly Knowledge-Letter that is now in its 11<sup>th</sup> year.

David also publishes the Gurteen Knowledge Website – a resource website that contains book reviews, articles, people profiles, event calendars, inspirational quotations, an integral weblog and more on subjects that include knowledge management, informal learning, creativity and innovation. In June 2010, David won the Ark Group's lifetime 'achievement award for services to KM'.

David works globally and has worked in most major cities around the world including: Singapore, Kuala Lumpur, Jakarta, Bangkok, Sydney, Melbourne, Wellington, Christchurch, Auckland, Seattle, Quebec City, Sao Paulo, Rio de Janeiro, Bogota, Oslo, Johannesburg, Cape Town, Brussels, Dubai and in Saudi Arabia.

Website: [www.gurteen.com](http://www.gurteen.com)



## Tim Harford

Tim Harford is a senior columnist for the Financial Times. His column, 'The Undercover Economist', reveals the economic ideas behind everyday experiences. He is also the only economist in the world to run a problem page, 'Dear Economist', in which readers' personal problems are answered tongue-in-cheek with the latest economic theory.

Tim's first book, 'The Undercover Economist' has sold one million copies worldwide in almost 30 languages. His second book, 'The Logic of Life', was published early in 2008 in English, and has also been widely translated, and his third book, 'Dear Undercover Economist' is a collection of his 'Dear Economist' columns. Tim's next book, 'Adapt' was published in the US in May and UK on 2 June 2011. He presented the BBC television series 'Trust Me, I'm an Economist' and now presents the BBC radio series 'More or Less'. He is a frequent contributor to other radio and TV programmes, including the Colbert Report, Marketplace, Morning Edition, Today and Newsnight. He has been published by the leading magazines and newspapers on both sides of the Atlantic, including Esquire, Forbes, Wired, New York Magazine, the Guardian, the London Times, the Washington Post and the New York Times.

Tim and the team from 'More or Less' won the Royal Statistical Society's 2010 award for statistical excellence in broadcast journalism and the 2010 Mensa Intelligence award.

In 2011 Tim was named one of the UK's top 20 most influential tweeters by The Independent newspaper. Tim also won the 2006 Bastiat Prize for economic journalism.

Tim has previously worked for Shell and the World Bank, and was a member of the Financial Times editorial board from 2006-2009. He is a visiting fellow at Nuffield College, Oxford, a senior visiting fellow at Cass Business School. He lives in London with his wife and two daughters.

Website: [www.timharford.com](http://www.timharford.com)



## Elizabeth Lank

Elizabeth, an independent specialist in collaboration and organisational learning, has worked with more than thirty private, public and voluntary sector organisations on challenges such as:

How do we eliminate the organisational 'silos' that often lead to expensive reinvention of the wheel? How can we make cross-boundary working effective – both within and across organisations?

In addition to her advisory work, Elizabeth is a frequent contributor to leadership development programmes. Her sessions are designed to engage leaders' enthusiasm for building collaborative organisations, by emphasising the business value of collaboration and the practical steps for making it a reality. She has been a visiting lecturer on the U.K. government's Cabinet Office Top Management Programme, at INSEAD, London Business School, Henley Management College, Solvay Business School and the Berlin School for Creative Leadership.

After completing the INSEAD MBA degree in 1986, Elizabeth joined I.T. services company ICL (now Fujitsu Services) and held a number of organisational and management development roles (including leading ICL's 'Mobilising Knowledge' programme for five years) before setting up her own business in January 2001.

Elizabeth is the author of 'Collaborative Advantage: How Organizations Win by Working Together' (Palgrave Macmillan 2006), and co-author of 'The Power of Learning: A Guide to Gaining Competitive Advantage' (IPD 1994), written as a practitioner's guide to building 'learning organisations'. With her co-authors Alison Donaldson and Jane Maher, she has just published a new book entitled 'Communities of Influence: Improving Healthcare through Conversations and Connections' (Radcliffe Publishing 2011).

Website: [www.think.plus.com](http://www.think.plus.com)



## Professor Jane Maher

Jane trained at Kings College London, Westminster Medical School, Harvard University/Massachusetts General Hospital and The Royal Marsden Hospital and has worked as a consultant clinical oncologist at Mount Vernon cancer centre for more than 20 years. Between 1986 and 1999 she developed both general oncology services for 5 separate hospitals and specialist head and neck cancer services for 3 health regions. Since 1999 she has focused her clinical activity on breast and advanced prostate cancer, to enable her to work with Macmillan Cancer Support as Chief Medical Officer and with the NHS as a clinical leader, most recently with NHS Improvement as a National Clinical Advisor for Aftercare and Survivorship.

In 1993 she co-founded the Lynda Jackson Macmillan centre (LJMC), which won both an NHS Nye Bevan Award & Special Commendation from the Prime Minister 'for the NHS Organisation that has demonstrated the most innovative ways of spreading best practice'. More than 60 support and Information units across the UK have been established based on the LJMC model and it has won 10 BMJ awards.

Jane has academic appointments at University College London and at Hertfordshire University. She established a UK Primary Care Research Collaborative involving 5 universities, has been a member of the scientific advisory committees of a range of grant giving bodies and directs a psychosocial oncology group with more than 150 peer reviewed publications. Over the last 5 years she has been invited to speak or be visiting professor in Australia, Belgium, Canada, India, Ireland, Norway, Sweden, Belgium and India, and acted as an external advisor for the Australian Senate. She has had a long term interest in consequences of cancer treatments. Her activity in this area includes chairing the Maher Committee for the Department of Health in 1995, leading the UK National Audit of Late Effects Pelvic Radiotherapy for the RCR in 2000 and most recently chairing NCSI Consequences of Cancer treatments committee.



## Julia Mahoney

As part of the Wealth Learning team at RBS Group, Julia carries out the role of Learning Programme Manager. Julia is responsible for the design and delivery of learning across the Coutts, Adam & Company and RBS International brands. Her focus is on the delivery of high quality learning interventions that aid the Wealth strategy by equipping people with the right tools to achieve excellence in their roles.

Having worked in Operations Management at Coutts and with her financial industry experience she is able to understand the unique needs of the Wealth business and its people.



## Professor Jane McKenzie

Jane became Director of the Henley KM Forum in 2009, although she has been actively contributing to the community since it started in 2000, by co-championing at least one working group project per year.

Throughout her career, she has been active in both business and academia. The first 15 years of her working life were spent in various financial controller roles, primarily in the chemicals and biotech industries. During this time she qualified as an accountant and completed an MBA. Her focus changed to managing more intangible resources when she moved to the USA. Here she spent five years in consulting, writing and researching issues such as IT benefits management, strategy, business transformation, innovation and the virtual organisation. On her return to the UK in 1997, she joined Henley, where she has since been appointed Professor of Management Knowledge and Learning. She now spends the majority of her time looking for ways to improve the contribution of knowledge and learning to management development and business value. Her research interests centre on the connection between this and organisational development. Her current research addresses the demand, in flatter-distributed organisations, for more leadership agility to deal with relentless business change.

She has written many papers and three books, the most recent, titled 'Knowledge Works. The handbook of practical ways to identify and solve common organizational problems for better performance', was co-authored with Christine van Winkelen, the former Director of Henley's KM Forum.

Website: [www.henley.reading.ac.uk/kmforum](http://www.henley.reading.ac.uk/kmforum)

Book website: [www.knowledgeworkshandbook.com](http://www.knowledgeworkshandbook.com)



## Dr Nick Milton

Nick is a director and co-founder of Knoco Ltd – a Knowledge Management consultancy comprised of seasoned knowledge management practitioners, mentors and coaches. Knoco Ltd has been in business since 1999 – probably Britain's longest established Knowledge Management consultancy. Nick has unparalleled experience in developing and applying knowledge management for business benefit. He spent two years at the centre of the team that made BP the leading KM company in the world, acting as the team Knowledge Manager, developing and implementing BP's knowledge of 'how to manage knowledge', and coordinating the BP KM Community of Practice. Prior to this role he had worked for 5 years as Knowledge Manager for BP Norway.

Working with Knoco Ltd, Nick has been instrumental in developing and delivering KM strategies, implementation plans and services in a wide range of different organisations. He has a particular interest in harvesting, capturing and collating Best Practice, and has managed major Best Practice knowledge capture programmes, particularly in the area of mergers and acquisitions, and high technology engineering. He is the author of 'The lessons learned handbook' (Chandos Publishing, 2005) and 'Knowledge Management for Teams and Projects' (Chandos Publishing, 2005), and co-author of 'Performance through Learning – knowledge management in practice' (Elsevier, 2004) and 'Knowledge Management for Sales and Marketing' (Chandos Publishing, in press). He has published many articles and Masterclasses in the KM press.

Nick is a widely recognized coach and trainer, and has spoken at many international conferences, such as Unicom, EEMA, EBIC, IAPG, SPE and the IT Directors Forum. In 2007 he was awarded 'Lecturer of the Year' from Chalmers University. Nick has an MA in Natural Sciences (1st Class) from the University of Cambridge and a PhD from the University of Wales. He lives near Bath, UK.

Website: [www.knoco.com](http://www.knoco.com)

Blog: [www.nickmilton.com](http://www.nickmilton.com)



## Louise Montgomery

As Head of Learning for the Wealth Management business at RBSG, Louise has responsibility for the design and delivery of Global learning strategies that support Coutts, Adam & Company and the RBS International businesses. She brings some unique insight to her current role having previously held senior positions with responsibility for customer service, continuous improvement and organisational effectiveness. A thought leader in her field, Louise regularly hosts exchange forums for like-minded Learning professionals from a wide range of organisations and industries.



## Professor Victor Newman

Victor is Visiting Professor in Knowledge and Innovation Management at the University of Greenwich and Chief Innovation Officer to Milamber Consulting. Previous roles include Head of Innovation Strategy at the Technology Strategy Board, and CLO to Optima, Fifty Lessons and Pfizer; and Visiting Fellow to Cranfield University on the subject of Strategic Knowledge Management and Innovation. He consults widely, works with several business schools, contributes to several leadership development programmes and is a SILK (Social Innovation Lab – Kent) mentor.

Victor is the inventor of several fast innovation techniques including Predator, Baton=Passing, 30/70, Reverse Innovation and SRD. He has been featured in the Wall Street Journal, contributed to the Harvard Business Review and to Harvard's interviews with 200 of the world's most respected business leaders and is on the advisory board of several organisations. He is the author of 'Made-to-Measure Problem Solving' and 'The Knowledge Activist's Handbook – Adventures in the Knowledge Trenches' from Capstone/Wiley & Sons, which has been cited as the "best management book within the last ten years".

Recent publications include: 'The Innovator's Got To Do It: The Art of Innovation Leadership', based on his groundbreaking work with CEOs; and 'The First Discipline: Process Leadership for Problem Solving Teams' (both published by Blurb Books).

His blog is: [the-knowledgeworks.blogspot.com](http://the-knowledgeworks.blogspot.com)



## Bill Rainey

Having moved from New Zealand to the UK to work more closely with his colleague Dr Paul Aitken, Bill has over the past ten years gained a strong record of success leading and facilitating organisational and business transition in both countries. He is a Director of AitkenRainey (Mastering Leadership and Agility), a Research Partner for the KM Forum and a Director of Team Improvement Ltd (Systems Innovation).

With a legal, mediation and dispute resolution background, his particular skill is in building individual and collective leadership to deliver strategic and/or operational goals with reduced cost, greater speed and increased flexibility; thereby responding to ever shifting real world conditions and circumstances.

He successfully manages the conflict arising as organisations confront change by drawing out issues, mediating between different lines of thought and allowing parties to come up with acceptable solutions to move forward.

Ensuring change is firmly embedded in organisations is always problematic. So drawing from his experience as an environmental barrister, Bill gets positive and sustainable outcomes with adaptive (agile) leadership of the transitions. This means a strong focus on monitoring, review and evaluation using data from innovative lead indicators that predict future performance trends. Leaders learn how to make adjustments quickly when progress is not working out as planned.

With action learning methodology, Bill has facilitated the successful development of high performing agile working cultures within public and private organisations including health, port, energy, banking, aviation security, education and corrections (prison) sectors.



## Hubert Saint-Onge

After having been an early thought leader as an internal practitioner in the field of knowledge management, Hubert, the Principal of SaintOnge Alliance has built a consulting practice that brought him to guide the formulation and implementation of knowledge strategies in a number of larger organizations.

Prior to becoming a consultant, Hubert was Senior Vice President of Strategic Capabilities at Clarica, a large Canadian insurance company that was sold to SunLife in 2002. During his 7 year tenure in this position, he led the implementation of a knowledge strategy that was widely acknowledged as state of the art. Clarica was recognized for 2 years in a row as a global leader in knowledge management by chief knowledge officers from around the world. In 2000, Hubert was named as one of the 10 most admired knowledge leaders in the world.

Knowledge management has been a central theme of the consulting work performed by SaintOnge Alliance since its inception 10 years ago. The firm has supported the development of knowledge strategies with more than a dozen large organisations including the Business Development Bank of Canada, the Bank of Canada, Industry Canada (a department of the federal government), the US Federal Reserve Bank, Northrop Gruman, Eli-Lilly, Aventis-Pasteur, Kimberley Clark, British Telecom, Sprint and Rio Tinto Alcan.

In recognition of his thought leadership in knowledge and learning, Hubert was Visiting Scholar at the Graduate Faculty of Education in 2005-6. His research in large part focused on the leadership and culture requirements for building collaborative knowledge networks in organisations.

Hubert has co-authored three books related to knowledge management: 'Leveraging Communities of Practice for Strategic Advantage' was co-authored with Deb Wallace and provided a pragmatic approach to the development of communities of practice within an organisation. The book is based on case studies of communities that were then developed at Clarica. 'The Conductive Organization' was co-authored with Charles Armstrong who is the CEO of a mid-size manufacturing firm which has been a client for over a decade. This book outlines how to build a knowledge-driven organisation based on concrete examples. 'Beyond the Deal' was co-authored with Jay Chatzkel and published 2 years ago by McGraw Hill. The focus of this book is on how to use knowledge principles to integrate newly acquired businesses.

Website: [www.saintongealliance.com](http://www.saintongealliance.com)



## Dr Helen Shipton

Helen is Senior Lecturer at Aston Business School. Helen enjoys and is skilled at working with practitioners in manufacturing and other organisations to build the human capital needed to achieve sustainable success. She is an experienced facilitator and teacher of organisational learning and HRM-related modules at Executive, Masters' and undergraduate levels, including learning, training and development, performance/reward management and strategic HRM.

Helen has researched and published studies centred on HRM and innovative performance, being widely cited for her study of the way in which HRM practices that promote exploratory learning – such as customer contact, project work and secondments within or outside the organisation – elicit innovation in manufacturing organisations. She has written and published extensively on the theme of organisational learning, with an interest in the role of Learning and Development practice. Helen's work also informs the CIPD, with a recent study receiving the 'New Thinking' Prize for work investigating the learning implications of organisational change. Helen's research on organisational learning and change has been selected by Executive Education as illustrative of good practice and is available for perusal on the ABS website

Helen has published in leading journals, including the Journal of Organizational Behaviour, Human Resource Management Journal, the Journal of International Business Studies and the International Journal of Management Reviews.



## Peter Thomson

Peter is an author, speaker and consultant on the future of work. He was the Director of the Future Work Forum at the Henley Business School for 15 years and is an active contributor to the Knowledge Management Forum. He is a director of Wisework, the leading consultancy in flexible and remote working, where he advises organisations on changing their leadership culture and transforming their management practices. He is also Director of Research for the Telework Association where he has recently been investigating the productivity of home working.

Before founding his consultancy Peter worked for Digital Equipment for 18 years where he was in charge of the HR function for Northern Europe. This was at a time when Digital was pioneering the use of networked technology to change working practices. As a result of this he founded the Future Work Forum to bring together people who were interested in the management impact of new ways of working.

More recently Peter has been engaged in writing a book 'Future Work: how business can adapt and thrive in the new world of work' which he co-authored with Alison Maitland. Research for the book helped him identify how organisational cultures need to adapt to the changing expectations of the workforce.

Peter is an active member of the CIPD, having served as a Branch Chairman in the past. He regularly speaks to HR audiences about the future of work, changing organisational cultures and the implications for the HR function.

**i** For more information, please contact:

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