

A UNIQUE PROGRAMME WITH A GLOBAL IMPACT

Saturday 28th June – Friday 11th July 2025



“This Programme is a must-attend for leaders and emerging leaders.”

Dr. Valda Henry – Deputy Governor - Eastern Caribbean Central Bank

A Programme with a difference that makes a difference

“There has been a significant and enduring enhancement in the leadership, strategic management and negotiating capacity of those who have attended the Programme. They have also been able to apply the learning and skills gained by attending the Programme to benefit our Government and people in a tangible manner and for a sustainable period. The Programme blends leadership, strategic management and negotiating skills with a practical focus on real work-related challenges and improving technical skills. It is a unique Programme which is of particular value to us.”

Dr. The Honourable Ralph E Gonsalves, Prime Minister of St. Vincent and the Grenadines

Funded by



**Isle of Man
Government**

Reiltys Ellan Vannin

	Saturday 28 June	Monday 30 June	Tuesday 1 July	Wednesday 2 July	Thursday 3 July	Friday 4 July
EARLY A.M.	<p>12.10 Flight from London Gatwick to the Isle of Man</p> <p>13.30 Arrive Isle of Man and transfer to the Regency Hotel</p>	<p>Theme: The Big Picture</p> <p>8.30 Welcome by Treasury Minister Hon Alex Allinson MHK</p> <p>8.45 Presentation of Challenges Paul Fisher, Programme Director</p>	<p>Theme: Diagnosing Your Leadership Challenge</p> <p>9.00 The Art and Practice of Adaptive Leadership John Denton</p>	<p>Theme: Lessons from the Isle of Man</p> <p>09.00 Reflections Paul Fisher</p> <p>09.15 Lessons from A Life in Leadership Lieutenant Governor of the Isle of Man, Sir John Lorimer KCB, DSO, MBE</p>	<p>Theme: Climate Change Financing</p> <p>9.00 Reflections Paul Fisher</p> <p>09.15 Climate Change Financing Dr Mark Bernhofen</p>	<p>Theme: Negotiation</p> <p>9.00 Reflections Paul Fisher</p> <p>9.15 Key Principles of Negotiation Paul Fisher</p>
Coffee		10.15 Coffee	10.30 Coffee	10.15 Coffee	10.30 Coffee	11.00 Coffee
LATE A.M.	<p>15.15 Lunch at the Regency Hotel</p> <p>Welcome and Orientation Gary Roberts QPM, Executive Director</p>	<p>10.30 Presentation of Challenges Paul Fisher</p> <p>11.15 The Big Picture – Debt, Sustainability & Financing Innovations in Small Countries Peter Hinton</p>	<p>10.45 Leadership Derailers John Denton</p>	<p>10.30 Changing organizational culture through shared values Gary Roberts QPM</p>	<p>10.45 Climate Change Financing Dr Mark Bernhofen</p>	<p>11.15 The Sally Soprano Simulation Paul Fisher</p>
LUNCH	Sunday 29 June	12.45 Lunch	12.30 Lunch	12.30 Lunch	12.30 Lunch	12.45 Lunch
EARLY P.M.	<p>12.00 Sandwich lunch at the Regency</p>	<p>13.45 The Big Picture – Debt, Sustainability & Financing Innovations in Small Countries Peter Hinton</p>	<p>13.30 Group Dynamics John Denton</p>	<p>13.30 Taxation and Regulatory Issues Nicola Skillicorn and Ros Lynch</p>	<p>13.30 Climate Change Financing Dr Mark Bernhofen</p>	<p>13.45 Creating Value in Negotiation & Multi-Party Negotiations Paul Fisher</p> <p>14.30 The Harborco Simulation Paul Fisher</p>
COFFEE		15.15 Coffee	15.00 Coffee	15.00 Coffee	14.30 Coffee	Rolling Coffee Break
LATE P.M.	<p>12.45 Afternoon Tour of the Isle of Man including Steam Train</p>	<p>15.30 Programmatic or Adaptive? John Denton</p> <p>17.00 Return to Hotel</p>	<p>15.30 Return to Hotel</p>	<p>15.15 Managing Politicians – Isle of Man Panel Discussion Juan Watterson MHK & others</p> <p>16.30 To Legislative Buildings</p> <p>17.00 Tour of Tynwald Chambers</p>	<p>14.45 Climate Change Financing Dr Mark Bernhofen</p> <p>16.30 Return to Hotel</p>	<p>17.00 Return to Hotel</p>
EVENING		Free time and own Dinner Arrangements	Free Time and own Dinner Arrangements	18.00 Government House Reception	17.45 Barrool Suite Reception	Free Time and own Dinner Arrangements

	Saturday 5 July	Monday 7 July	Tuesday 8 July	Wednesday 9 July	Thursday 10 July	Friday 11 July	Saturday 12 July
EARLY A.M.	14.00 Flight from Isle of Man to London Gatwick	Theme: Fintech & Leading Teams & Projects 9.00 Orientation to Week 2 Paul Fisher 9.30 Fintech, Digital Currencies & Regulation in Small Countries Prof Pinar Ozcan	Theme: Innovation & Leadership 9.00 Creating an Innovative Culture Charlie Curtis	Theme: Conversations & Scenario Planning 9.00 Reflections Paul Fisher 9.15 Managing Difficult Conversations and Creating Psychological Safety Dr Beatrice Herrmann	Theme: Decision-Making & Influence 9.00 The Carter Racing Group Decision-Making Exercise Paul Fisher	9.00 Inspirational Leadership Adam Fotheringham	9.00 Check out Harris Manchester RETURN FLIGHTS
Coffee			10.30 Coffee	10.30 Coffee	10.30 Coffee	11.00 Coffee	10.30 Coffee
LATE A.M.	15.25 Arrive at London Gatwick and overnight at Sofitel Hotel, Gatwick North Terminal	10.45 Fintech, Digital Currencies & Regulation in Small Countries Prof Pinar Ozcan	10.45 Creating an Innovative Culture Charlie Curtis	10.45 Managing Difficult Conversations and Creating Psychological Safety Dr Beatrice Herrmann	11.15 Change Makers Paul Fisher	11.00 Inspirational Leadership Adam Fotheringham	
LUNCH	Sunday 6 July	12.30 Lunch	12.15 Lunch	12.30 Lunch	13.00 Lunch	12.30 Lunch	
EARLY P.M.	9.30 Transfer to Harris Manchester College, University of Oxford 11.30 Arrive HM College 12.00 Lunch at Harris Manchester College	13.30 Leading Successful Teams & Projects Gavin Weeks	13.15 Walk to Balliol College 13.30 Leadership as a Performing Art Peter Hanke	13.30 Scenario Planning Matthew Finch	14.00 The Power of Storytelling David Trevaskis	13.30 Action Planning & Recasting the Challenges Paul Fisher 15.30 Programme Completion	
COFFEE		15.00 Coffee	15.00 Coffee	15.00 Coffee	15.30 Coffee		
LATE P.M.	13.00 Check into rooms at Harris Manchester 13.45 Walking Tour of Oxford	15.15 Leading Successful Teams & Projects Gavin Weeks 17.00 Break	15.15 Leadership as a Performing Art Peter Hanke	15.15 Scenario Planning Matthew Finch 16.45 Break 17.30 Walk to Exeter College	15.45 The Power of Storytelling David Trevaskis		
EVENING	15.45 Free Evening and own dinner arrangements	18.00 Maevadi Hall Harris Manchester Guest Speaker Suzanne Williams QPM Crisis Negotiator & Kidnap Investigator 19.30 Dinner at Chiang Mai Kitchen	17.00 Free time in Oxford and own dinner arrangements	18.00 Drinks Reception and dinner Exeter College Guest speaker Hamish McRae Leading Economic Journalist, Adjunct Professor at Trinity College Dublin	17.15 Free time in Oxford and own dinner arrangements	19.30 Drinks Reception 20.00 Final Dinner at Harris Manchester	

The Small Countries Financial Management Programme

Saturday 28th June – Friday 11th July 2025

PROGRAMME DIRECTOR

- Paul Fisher, Saïd Business School, University of Oxford

FACULTY-GUEST SPEAKER LIST

- Peter Hinton, Saïd Business School, University of Oxford
- John Denton, Saïd Business School, University of Oxford
- Lieutenant Governor of the Isle of Man Sir John Lorimer, KCB, DSO, MBE
- Gary Roberts QPM, Small Countries Financial Management Centre
- Nicola Skillicorn, Deputy Assessor of Income Tax, Treasury, Isle of Man
- Ros Lynch, Head of Supervisory Practices and Innovation Strategy Division, IOM Financial Services Authority
- Juan Watterson MHK, Speaker of the House of Keys, Isle of Man Government
- Dr Mark Bernhofen, School of Geography and the Environment, University of Oxford
- Prof Pinar Ozcan, Professor of Entrepreneurship and Innovation, Saïd Business School
- Gavin Weeks, Thompson Harrison and Saïd Business School, University of Oxford
- Suzanne Williams QPM, Crisis Negotiator and Kidnap Investigator
- Charlie Curtis, Saïd Business School, University of Oxford
- Peter Hanke, Centre for Art & Leadership, Copenhagen Business School
- Dr Beatrice Herrmann, Managing Director, Shiok Consulting
- Matthew Finch, Saïd Business School, University of Oxford
- Hamish McRae, Leading Economic Journalist, Adjunct Prof at Trinity College Dublin
- David Trevaskis, Managing Director, Acting for Change
- Adam Fotheringham, Olivier Mythodrama



HARRIS MANCHESTER
COLLEGE, OXFORD

“You come up with your challenges, you talk through your challenges and you develop the tools to solve some of these problems, so you can now say I think I have the necessary skills. I use the knowledge and skills frequently, on a day-to-day basis.” African Participant

“This Programme has delivered more than I had hoped for and heard. The Lecturers/Professors have been extraordinary, vibrant and truly engaging and it has time and again surpassed my expectations. It afforded me the opportunity to embark on this life changing journey.” Caribbean Island Participant

“I came out of the programme with confidence and new mind set in dealing with the negotiations for compliance with international financial standards. Instead of trying to evade the issues we are now taking an active and forward approach in our consultations.” Pacific Island Participant