

# A UNIQUE PROGRAMME WITH A GLOBAL IMPACT

**Saturday 28<sup>th</sup> June – Friday 11<sup>th</sup> 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*

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	Saturday 28 June	Monday 30 June	Tuesday 1 July	Wednesday 2 July	Thursday 3 July	Friday 4 July
<b>EARLY A.M.</b>	<b>12.10</b> Flight from London Gatwick to the Isle of Man  <b>13.30</b> Arrive Isle of Man and transfer to the Regency Hotel	<b>Theme: The Big Picture</b>  <b>8.30</b> Welcome by Treasury Minister <b>Hon Alex Allinson MHK</b>  <b>8.45</b> Presentation of Challenges <b>Paul Fisher, Programme Director</b>	<b>Theme: Diagnosing Your Leadership Challenge – Leading When You Don't Know</b>  <b>9.00</b> The Art and Practice of Adaptive Leadership <b>John Denton</b>	<b>Theme: Lessons from the Isle of Man</b>  <b>08.15</b> Reflections <b>Paul Fisher</b>  <b>08.30</b> Isle of Man Economic Journey <b>Panel Discussion</b>  <b>09.15</b> Lessons from A Life in Leadership <b>Lieutenant Governor of the Isle of Man, Sir John Lorimer KCB, DSO, MBE</b>	<b>Theme: Climate Change Financing</b>  <b>9.00</b> Reflections <b>Paul Fisher</b>  <b>09.15</b> Climate Change Financing <b>Dr Mark Bernhofen</b>	<b>Theme: Negotiation</b>  <b>9.00</b> Reflections <b>Paul Fisher</b>  <b>9.15</b> Key Principles of Negotiation <b>Paul Fisher</b>
<b>Coffee</b>		<b>10.15 Coffee</b>	<b>10.30 Coffee</b>	<b>10.15 Coffee</b>	<b>10.30 Coffee</b>	<b>11.00 Coffee</b>
<b>LATE A.M.</b>		<b>10.30</b> Presentation of Challenges <b>Paul Fisher</b>  <b>11.15</b> The Big Picture – Debt, Sustainability & Financing Innovations in Small Countries <b>Peter Hinton</b>	<b>10.45</b> Leadership Derailers <b>John Denton</b>	<b>10.45</b> Changing organizational culture through shared values <b>Gary Roberts QPM</b>	<b>10.45</b> Climate Change Financing <b>Dr Mark Bernhofen</b>	<b>11.15</b> The Sally Soprano Simulation <b>Paul Fisher</b>
<b>LUNCH</b>	<b>Sunday 29 June</b>	<b>12.45 Lunch</b>	<b>12.30 Lunch</b>	<b>12.15 Lunch</b>	<b>12.30 Lunch</b>	<b>12.45 Lunch</b>
<b>EARLY P.M.</b>	<b>12.00</b> Sandwich lunch at the Regency  <b>12.45 Afternoon Tour of the Isle of Man</b> including Steam Train	<b>13.45</b> The Big Picture – Debt, Sustainability & Financing Innovations in Small Countries <b>Peter Hinton</b>	<b>13.30</b> Group Dynamics <b>John Denton</b>	<b>13.15</b> Taxation and Regulatory Issues <b>Nicola Skillicorn and Ros Lynch</b>	<b>13.30</b> Climate Change Financing <b>Dr Mark Bernhofen</b>	<b>13.45</b> Creating Value in Negotiation & Multi-Party Negotiations <b>Paul Fisher</b>  <b>14.30</b> The Harborco Simulation <b>Paul Fisher</b>
<b>COFFEE</b>		<b>15.15 Coffee</b>	<b>15.00 Coffee</b>	<b>14.45 Coffee</b>	<b>14.30 Coffee</b>	<b>Rolling Coffee Break</b>
<b>LATE P.M.</b>		<b>15.30</b> Leadership - Programmatic or Adaptive? <b>John Denton</b>  <b>17.00</b> Return to Hotel	<b>15.30</b> Return to Hotel	<b>15.00</b> Managing Politicians – Isle of Man Panel Discussion  <b>16.30</b> To Legislative Buildings  <b>17.00</b> Tour of Tynwald Chambers	<b>14.45</b> Climate Change Financing <b>Dr Mark Bernhofen</b>  <b>16.30</b> Return to Hotel	<b>17.00</b> Return to Hotel
<b>EVENING</b>	Free time and own Dinner Arrangements	Free Time and own Dinner Arrangements	<b>18.30</b> Government House Reception	<b>17.45</b> Barrool Suite Reception	Free Time and own Dinner Arrangements	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
<b>EARLY A.M.</b>	<b>14.00</b> Flight from Isle of Man to London Gatwick	<b>Theme: Fintech &amp; Leading Teams &amp; Projects</b>  <b>9.00</b> Orientation to Week 2 <b>Paul Fisher</b>  <b>9.30</b> Fintech, Digital Currencies & Regulation in Small Countries <b>Prof Pinar Ozcan</b>	<b>Theme: Innovation &amp; Leadership</b>  <b>9.00</b> Creating an Innovative Culture <b>Charlie Curtis</b>	<b>Theme: Conversations &amp; Scenario Planning</b>  <b>9.00</b> Reflections <b>Paul Fisher</b>  <b>9.15</b> Managing Difficult Conversations and Creating Psychological Safety <b>Dr Beatrice Herrmann</b>	<b>Theme: Decision-Making &amp; Influence</b>  <b>9.00</b> The Carter Racing Group Decision-Making Exercise <b>Paul Fisher</b>	<b>9.00</b> Inspirational Leadership <b>Adam Fotheringham</b>	<b>9.00</b> Check out Harris Manchester  <b>RETURN FLIGHTS</b>
<b>Coffee</b>		<b>10.30</b> Coffee	<b>10.30</b> Coffee	<b>10.30</b> Coffee	<b>11.00</b> Coffee	<b>10.30</b> Coffee	
<b>LATE A.M.</b>		<b>10.45</b> Fintech, Digital Currencies & Regulation in Small Countries <b>Prof Pinar Ozcan</b>	<b>10.45</b> Creating an Innovative Culture <b>Charlie Curtis</b>	<b>10.45</b> Managing Difficult Conversations and Creating Psychological Safety <b>Dr Beatrice Herrmann</b>	<b>11.15</b> The Key Principles of Persuasion <b>Paul Fisher</b>	<b>11.00</b> Inspirational Leadership <b>Adam Fotheringham</b>	
<b>LUNCH</b>	<b>Sunday 6 July</b>	<b>12.30</b> Lunch	<b>12.15</b> Lunch	<b>12.30</b> Lunch	<b>13.00</b> Lunch	<b>12.30</b> Lunch	
<b>EARLY P.M.</b>	<b>9.30</b> Transfer to Harris Manchester College, University of Oxford  <b>11.30</b> Arrive HM College  <b>12.00</b> Lunch at Harris Manchester College	<b>13.30</b> Leading Successful Teams & Projects <b>Gavin Weeks</b>	<b>13.15</b> Walk to Balliol College  <b>13.30</b> Leadership as a Performing Art <b>Peter Hanke</b>	<b>13.30</b> Scenario Planning <b>Matthew Finch</b>	<b>14.00</b> The Power of Storytelling <b>David Trevaskis</b>	<b>13.30</b> Action Planning & Recasting the Challenges <b>Paul Fisher</b>  <b>15.30</b> Programme Completion	
<b>COFFEE</b>		<b>15.00</b> Coffee	<b>15.00</b> Coffee	<b>15.00</b> Coffee	<b>15.30</b> Coffee		
<b>LATE P.M.</b>		<b>15.15</b> Leading Successful Teams & Projects <b>Gavin Weeks</b>  <b>17.00</b> Break	<b>15.15</b> Leadership as a Performing Art <b>Peter Hanke</b>	<b>15.15</b> Scenario Planning <b>Matthew Finch</b>  <b>16.45</b> Break  <b>17.30</b> Walk to Exeter College	<b>15.45</b> The Power of Storytelling <b>David Trevaskis</b>		
<b>EVENING</b>	<b>15.45</b> Free Evening and own dinner arrangements	<b>18.00</b> Maevadi Hall Harris Manchester Guest Speaker <b>Suzanne Williams QPM Crisis Negotiator &amp; Kidnap Investigator</b>  <b>19.30</b> Dinner at Chiang Mai Kitchen	<b>17.00</b> Free time in Oxford and own dinner arrangements	<b>18.00</b> Drinks Reception and dinner Exeter College Guest speaker <b>Hamish McRae</b> <b>Leading Economic Journalist, Adjunct Professor at Trinity College Dublin</b>	<b>17.15</b> Free time in Oxford and own dinner arrangements	<b>19.30</b> Drinks Reception  <b>20.00</b> Final Dinner at Harris Manchester	

# The Small Countries Financial Management Programme

**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
- Dr 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

## Isle of Man Economic Journey – Panel Members

- Hon David Ashford, Cabinet Office Minister & former IOM Treasury Minister
- Caldric Randall, Chief Financial Officer, IOM Treasury & former SCFMC Director
- Andrew Stewart, Chief Officer IOM Department for Enterprise

## Managing Politicians – IOM Panel Members

- Hon Juan Watterson, Speaker of the House of Keys
- Dan Davies, Chief Officer IOM Department of Home Affairs
- Chris Brannigan, Executive Director, Crown & External Relations IOM Government



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