

# PAPER TECHNOLOGY INTERNATIONAL

THE JOURNAL OF THE BIOFOREST PRODUCTS SECTOR



## PITA PAPER*matters!* 2018 Conference & Exhibition at Lancaster University

**The Changing Needs of the Paper Industry:  
The Drive for Future Leaders in the Business  
David Buffin (Buffin Leadership)**

# PAPERmatters 2018!

## The Presentations

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## **WE MUST PREPARE OURSELVES – DESTINY OF THE INDUSTRY**

### **THE LEARNING REVOLUTION – CHANGING LIVES – OUR WORLD**

- How we Manage our Time for Greater Fulfilment
- Changing Demands – Customers – their Experience and Differentiation
- Greater Choice with Brand Loyalties
- Manage and Measure the Massive Impact on Data
- Age of Instant Communication – The World Gigantic Information Exchange
- Environmental effect on Performance
- Government Policy/Intervention
- Growth of Advanced Manufacturing



## UNDERSTAND AND RECOGNISE GREAT OPPORTUNITIES/ CHALLENGES IN OUR INDUSTRY

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- Working with really Successful Production Systems – more Complex and Technically Demanding
- Confronting Momentum and Breakthroughs, Innovation – Shop Floor Teams, Products, Materials, Low Carbon Technology
- Flatter Structures, Operations Teams – More Ownership, Responsibility and Decision Making
- Greater Cooperation – most sought after Value that delivers the most
- **The Big Team**– Top to the Bottom of the Business  
Make the Communication Relevant
- Infrastructure/Individual and Group Businesses – cost effective opportunities to share learning/best practice in non competitive situations

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## THE SOLUTION – GROW LEADERSHIP CAPABILITY

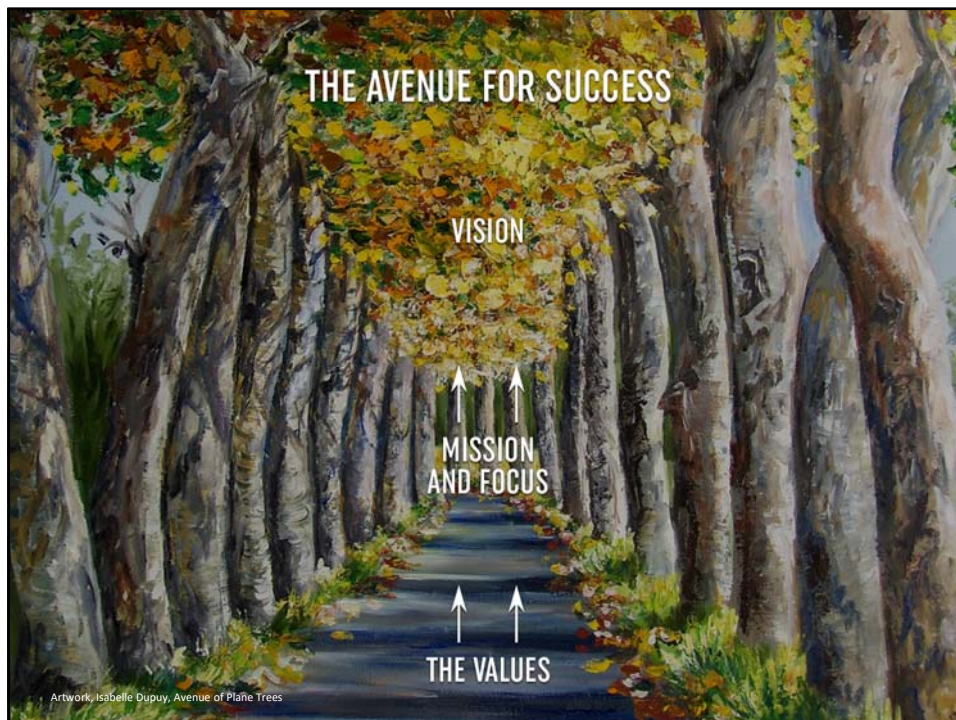
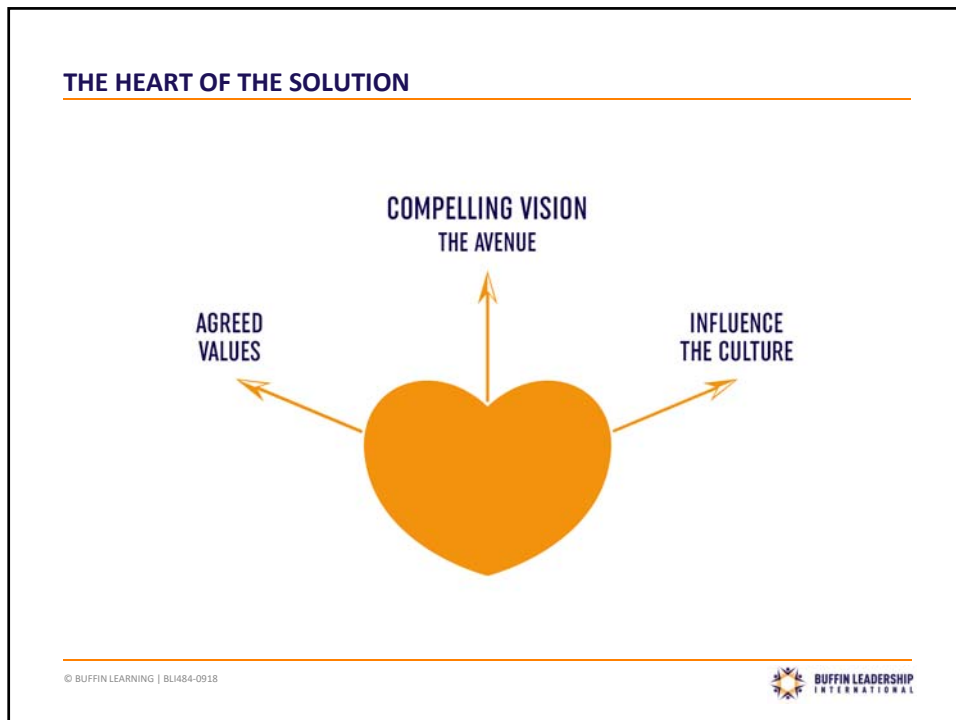
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### THE NEED FOR INFRASTRUCTURE IN OUR INDUSTRY

- How do we deliver the Highly Skilled Leaders for the Future to **Drive the Industry Forward**?
- How are you Living and Modelling the Desired Leadership Behaviours in your Organisation?

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## UPPERMOST IMPORTANCE

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- Dynamic **Leadership Work Based** Development Programme
- Framework Selection Process
- Succession Plan to Develop and Grow Talent

### THE DRIVERS

- Determine **Key Sponsors** to Support/Implement the Policy and Drive the **Learning Programme/Succession Plans**
- Engage and Use External Expertise to Facilitate and Coach the Development Programme

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## SOLUTIONS AND STEPS FORWARD – SOME EXAMPLES

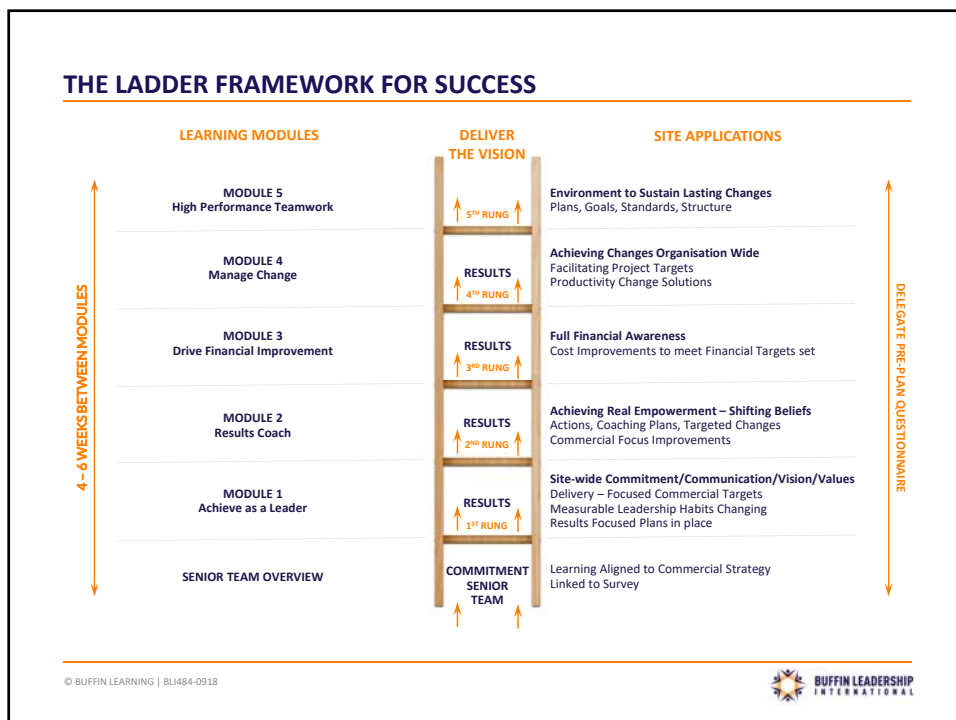
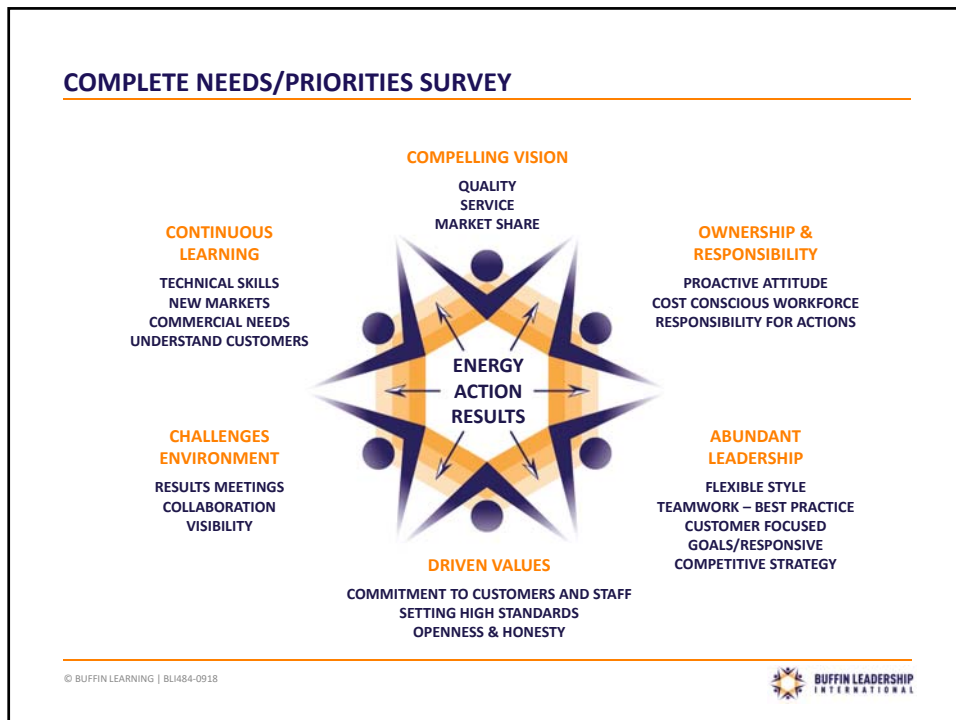
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WHAT CAN WE LEARN FROM WHAT OTHER BUSINESSES ARE ACHIEVING? FOR EXAMPLE IN:

- |                 |                          |
|-----------------|--------------------------|
| • Manufacturing | • Medical/Pharmaceutical |
| • Construction  | • Retail                 |
| • Service       | • Offshore               |
| • Processing    | • Energy                 |
- **TAILOR** the learning to achieve Powerful Results
  - **GROW** a Performance Culture for Never Ending Improvement
  - **ESTABLISH** a shared Global Language that transcends Countries and Cultures with common vocabulary for Leadership Development
  - **DELIVER** highest standards to Customers for competitive advantage globally

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### **THE LEARNING PROCESS – PRINCIPLES/PRACTICE**

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- Overview, Experiential – Top Team
- Highly interactive and High Energy Learning – mentally challenging
- Accelerated Learning – Visual decision Thinking/Action Tools
- Full link to real issues/challenges and case studies – Fast Break Solutions
- Project work Individually and in Teams – clear Measures and Outcomes
- SpeedChange E-learning Tool – follow up learning
- Practical Workbooks – ease of recording

### **GROWING THE PERFORMANCE COACHING CULTURE**

- 4 Modular Programme to grow Internal Results Coaches
- Provides Focused Internal Team – Cost Effective/Continuous Improvement
- Programme congruent to the Leadership Learning Framework

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### **ESTABLISH A LEADERSHIP ACADEMY IN YOUR BUSINESS**

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BLI are accredited providers of **Tailored Work Based Development Leadership Programmes**.

- All delegates on meeting standards gain Institute of Leadership and Development Accreditation.
- 4 Stages:
  - Stage 1** First Line Leaders
  - Stage 2** Second Line Leaders
  - Stage 3** Senior Leaders
  - Stage 4** Internal Results Focused Coaches



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### IN SUMMARY

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- New Compelling Vision – Highly Skilled Leaders to meet Future Industry Demands.
- Establish the Infrastructure to Grow Leadership Capability.
- Use practical, proven Accelerated Learning Tools/Strategies to deliver Results.
- Inspire a Leadership Performance Culture for Lasting Change with Never Ending Improvement for Customers.
- Recognise and Reward with Accreditation Leadership Learning with Work Based Application.

**GREAT INDUSTRY – GREAT POTENTIAL – GREAT LEADERSHIP LEGACY**

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**DEVELOP THE POWER  
OF LEADERSHIP  
FOR WORLD CLASS  
RESPONSIBILITY**

**SECURE THE FUTURE YOU WANT**

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