

5 THINGS TO DO IN MAY/JUNE

What you need to know about leadership and management, from featuring in Edge to blogging on our website



1 BE OUR MANAGER OF NOTE

Are you an ILM member with a story to share? We're looking for members to talk about their work as managers and how ILM fits into their lives
Email us on editorial@i-l-m.com



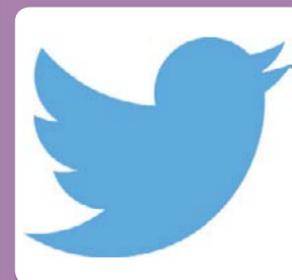
2 SHARED LEAVE STATS

See our research into opinions on new shared parental leave legislation, maternity and paternity leave and more
bit.ly/Qr8rDV



3 SUSS OUT PSYCHOMETRIC TESTS

Are psychometric tests a good way to select your next leader or all a bit mumbo jumbo? Read the investigation in Edge online
bit.ly/1gGj4P



4 JOIN A TWITTER Q&A

Did you know Edge runs a management related Twitter Q&A every other Friday? From being a great leader to managing difficult conversations, we'll answer your burning questions!
[@ILM_Edge](https://twitter.com/ILM_Edge)



5 BLOG ON OUR WEBSITE

ILM is looking for members to share their expertise in our on site blogs, whether it's the key to great coaching or tips on managing Gen Y. Simply register on our community and get writing!
i-l-m.com/register

management news

JOIN US FOR THE ILM NORTHERN LEADERSHIP CONFERENCE ON 24 JUNE : FUTURE TRENDS IN LEADERSHIP AND MANAGEMENT

Come and join us for the first ILM Northern Leadership Conference on 24 June 2014 in Manchester where we'll be networking, discussing all things leadership and presenting research findings at The Manchester College. The event will launch our latest research, Future Trends in Leadership and Management, with a keynote speech from John Peters, Gulf War veteran and inspirational business speaker. Peters came to the world's attention in January 1991, when his bruised and battered face flashed onto television screens around the world and became a potent symbol of Saddam Hussein's ruthless aggression. Now his particular areas of interest are uncertainty, organisational learning, trust and failure and he is currently writing a book on leadership. His company, Monkey Business, provides expertise on leadership, strategy and change for senior business teams. At the conference attendees will also have a choice of afternoon workshops and the chance to undertake a LEAP psychometric assessment and interpretation. Tickets cost £90 for the standard delegate day rate or £140 including a LEAP assessment, and spaces are limited to just 50. You can book for the conference by calling us on 01543 266867 or emailing us at events@i-l-m.com. We hope to see you there!

SUCCESS STORIES AT VOLVO

One of the world's biggest construction equipment providers is reaping the benefits after investing in a leadership training programme to address skills gaps and improve management competence in the organisation. Almost half of those who have undertaken Volvo Construction Equipment's annual Institute of Leadership & Management (ILM) scheme are celebrating promotions. In collaboration with training provider TSW Training, the company has tailored the accredited ILM programme to address leadership gaps as part of the overall succession plan to great success.
Read more here: bit.ly/1jFeH5z

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Android: bit.ly/1p72mMH

You can log in using our trial details:
Email address: TEdge
Password: 1010

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GROWING GREAT BUSINESSES

ILM supports the GROW movement, which helps to build businesses in the developing world through mentoring. We caught up with a success story with from of our members



Aged 38 and married with 4 children, George Musuga worked at a slaughterhouse as a supervisor and manager for six years. He wanted to become an entrepreneur, to do something for his family and make a path for their future, and knew that running his own business was the only way to do this.

The GROW Movement linked him up with interim procurement director Sean Clancy, an ILM member who wanted to share his management experience with people looking to build businesses in developing countries.

Musuga's product, a groundnut and fish sauce, was still in the early stages when he first met Clancy. "My idea was not clear. I didn't know how to do innovation," he says. "I discovered a lot [working with Sean]. Items to be addressed included, quality, pricing, branding and marketing."

Since the two began working together Musuga's business has grown a lot. He now supplies three shops, a restaurant and many family and friends in the area with his sauce, and he plans to offer a smaller pack size and expand into schools and into more local supermarkets in the near future.

"I am now fully self-employed and able to pay school fees for my children. Sean was a teacher, a parent, friend and guardian, a very experienced man. He tried to build my courage up. He taught me to be action orientated and follow up on each action - I had a lot of assignments. I had to give him a progress

report every time we met."

The new found confidence Musuga gained has had a knock on effect in his community and he now shares his knowledge with others.

"I found the courage that I had from Sean motivated me to help others," he says. "I talked to the administration of my church and was given a room where I could teach my skills to other business owners. What Sean taught me I can teach to other people, and no one can take my skills away from me."

Clancy in turn said the programme gave him a real "sense of making a difference" and that Musuga was a really enterprising individual who would probably be a millionaire if he was working in the West.

"I have always found the most rewarding activity in my career is helping others to fulfill their potential," says Clancy. "GROW provided me with the opportunity to mentor a fantastic individual in Uganda and I found it one of the more stimulating business activities I have undertaken over the last 10 years. George's enthusiasm, optimism and willingness to learn was an example to me certainly and the majority of the western world in general." ■

Want to get involved and share your skills and knowledge?

ILM Members interested in becoming a GROW mentor can contact the GROW Movement via their online form bit.ly/1mgfjyX

"I FOUND IT ONE OF THE MORE STIMULATING BUSINESS EXPERIENCES OF THE LAST 10 YEARS"

ILM AGM UPDATE



ILM's AGM will be held in London at 5.30pm on Thursday 29 May. The formal Notice and other papers will be sent out to Voting Members in advance, with information about how to appoint a proxy (someone to attend and vote for you if you are unable to attend the meeting in person). The result of the Board elections will be announced at the meeting and the papers will include information about the candidates and how to vote. Attending the AGM (or appointing a proxy) and voting in the Board elections gives Voting Members an opportunity to participate in ILM's governance and the Board encourages them to do so.

Following the AGM you're invited to attend a Masterclass with former RAF Senior Employee Relations Manager Roger Burrell, who will take attendees through left and right brain thinking - and the clashes it produces in the workplace.

Mars and Venus in the workplace
6.30pm, 29 May, London, £40/£30 if booked two weeks before
Book now: events@i-l-m.com
01543 266896

EDGE GOES INSIDE LEADERFEST 2014



CEOs from UK based SMEs got together in early 2014 to discuss the year ahead at Leaderfest, a conference dedicated to SME leadership hosted by MD2MD. At the conference, Prime Minister David Cameron dropped in to take part in a roundtable lunch discussion with local SME business owners and was keen to hear the mood of the group, particularly given the Chancellor's budget a fortnight ago and the impression of more positive economic signs for businesses.

The event, held this year at Witney Lakes Resort, is now in its fifth year and hosted annually by MD2MD. It aims to provide entrepreneurial SME leaders with shared experiences and best practice advice to further leverage the economic upturn. It is open to any SME business leader with growth aspirations for their business.

Edge put some questions to the SME leaders to find out what issues were foremost in their minds. When asked about the biggest opportunities ahead, international growth was a key theme, with several CEOs indicating they'd be either starting or developing

international exports or otherwise expanding into new territories across the world this year. Others indicated the general upturn in the economy and the growth of using part time senior leaders would be a boon to business in 2014.

Challenges were more of a mixed bag, with digital a key concern - one CEO expressed a view that businesses were 'sleep walking into the digital economy'. Issues around finding and retaining talent were also identified by several CEOs as a potential challenge.

Leaders were positive about continuing to invest in leadership and management development as a way to 'improve their lives and the lives of their customers' and create a group of employees 'engaged and inspired by their leaders'.

"Their willingness to lift their heads above the day to day and look at how they can develop their leadership and strategy to take advantage of whatever situation they find themselves in," says Bob Bradley, chairman of MD2MD. "Hearing directly from the Prime Minister the importance he places on great business leadership was a really important context for that." ■