



ExecutiveEducation

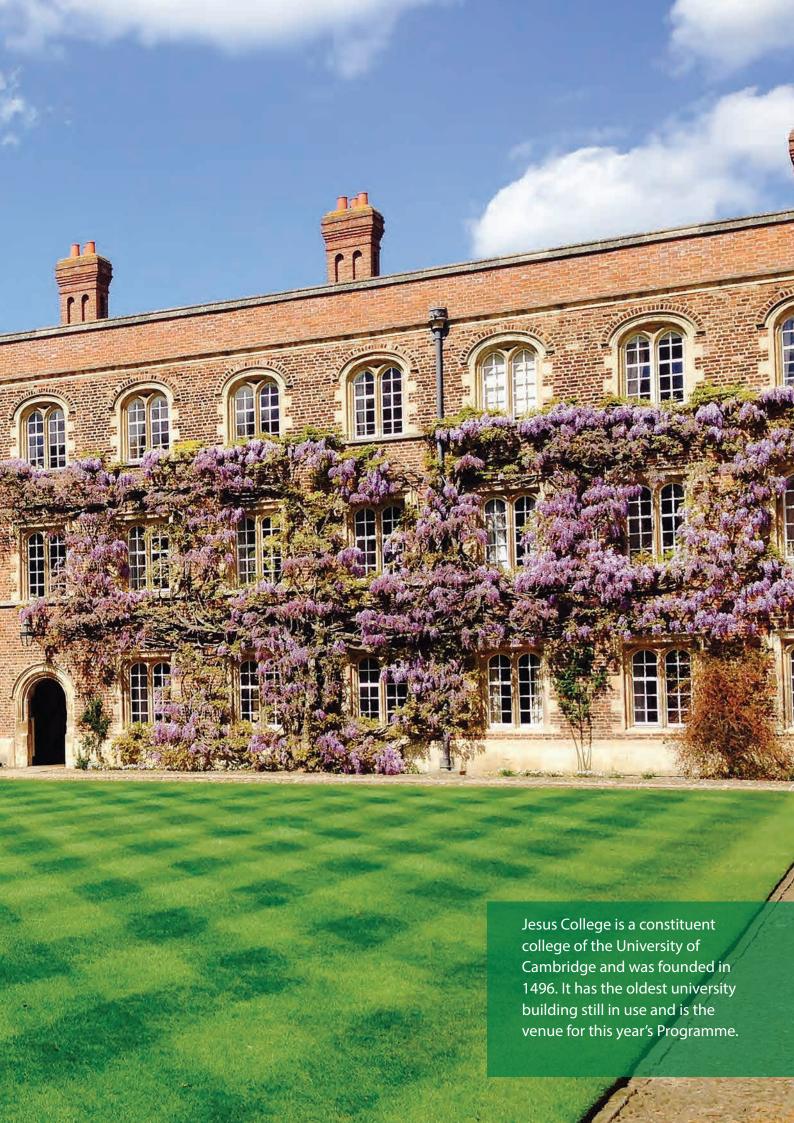
CAMBRIDGE SUMMER SCHOOL PROGRAMME

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Preparing for Disruptive Environments in Banking through Creativity and Innovation

30 JULY - 3 AUGUST 2018









ABS FLAGSHIP PROGRAMME

CAMBRIDGE SUMMER SCHOOL PROGRAMME

Preparing for Disruptive Environments in Banking through Creativity and Innovation

The world of finance – in particular, banking – is in the throes of massive disruption. It is entirely likely that in the longer run, we will see significant changes in, among other factors:

- Products / services and how they are delivered;
- · How consumers interact with banks; and
- The roles of incumbents as well as new entrants from other sectors, such as technology organisations

The forces of disruption are, at this point of time, well understood by leaders in the banking community. Whether the banks are well prepared to deal with disruption is quite another matter. A combination of incumbency, strictness of regulatory regimes and traditions has generally inhibited banking institutions from engaging in rapid innovation and experimentation that is required to flourish in such environments. Banks need to change, and fast. They need to focus on their innovation capability and leverage their strategic positions to come out ahead.

The Cambridge Summer School Programme for 2018 has been designed for senior management of banking institutions with the objective of preparing them to make their organisations more innovative to deal with disruption. The specific learning objectives are to understand:

- The environment as a basis for formulating strategic priorities;
- · How to unleash creativity and innovation to cope with disruptive environments; and
- Leading for innovation in disruptive environments

The programme structure will be in the form of four successive building blocks:

- Building Block 1 Understand strategic imperatives and the future of work
- Building Block 2 Understand trends, plot future scenarios and identify options
- Building Block 3 Prepare for the future through innovation
- Building Block 4 Lead into the future

Over one week, participants will attend classes at the University of Cambridge Judge Business School in the UK and gain invaluable insights from renowned Cambridge Judge faculty. For 2018, the programme venue will be at the Webb Library in the West Court of Jesus College, located in the centre of Cambridge. Accommodation is a six-minute walk away at WYNG Garden, part of Trinity Hall College, for a fully immersive Cambridge experience. Upon successful completion of the programme, participants will have membership of the University of Cambridge Judge Business School Executive Education Alumni network and be part of a group of high calibre executives from around the world.

PROGRAMME AT A GLANCE

	Building Block 1	Building Block 2	Building Block 3		Building Block 4 & Integration
Sunday 29 Jul	Monday 30 Jul	Tuesday 31 Jul	Wednesday 1 Aug	Thursday 2 Aug	Friday 3 Aug
Arrival in Cambridge	Strategic Imperatives in the Age of Disruption (Dr Kamal Munir)	Understanding the Future: Technology in the Financial Sector (Robert Wardrop)	Systematising Your Organisation's Innovation Capability: Creativity, Selection & Execution (Prof Stelios Kavadias)	The Balance Between Alternative Business Models & Business as Usual (Prof Stelios Kavadias)	Nurturing the Organisation's Innovation Capability: Utilising Organisational and Cultural Markers to Lead (Dr Philip Stiles)
	Lunch	Lunch	Lunch	Lunch	Lunch
Guided Tour of Cambridge & Punting. Followed by Welcome and Introductions.	The Future of Work & Firms – a Perspective from Al and Organisations (Dr Philip Stiles & Stephen Cassidy)	Understanding the Future: Scenarios for the Banking Industry (Dr Kishore Sengupta)	Creativity and Innovation in Fast Paced Environments: A Journey with Start-ups (Start-ups, led by Prof Stelios Kavadias – off site visit)	Getting Your Stakeholders Aligned with Your Future Vision (Dr Kishore Sengupta)	Setting Your Business Agenda (Personal Action Plan) (Dr Kishore Sengupta)
	Evening Break	Evening Break	Evening Break	Evening Break	Evening Break
Free evening Read case studies	Opening Gala Dinner at a Cambridge College with Guest Speaker	Free evening Read case studies	Free evening Read case studies	Formal Gala Dinner at a Cambridge College	

PROGRAMME FEES*

MALAYSIAN PARTICIPANTS

MYR 40,000 per participant

INTERNATIONAL PARTICIPANTS

USD 10,000 per participant

REGISTRATION

Please register online at

www.asianbankingschool.com/our-programmes/executive-education

Alternatively, you may email your completed Registration Form to **training@asianbankingschool.com**

Terms and conditions apply. Please visit www.asianbankingschool.com/terms-and-conditions

ENQUIRIES

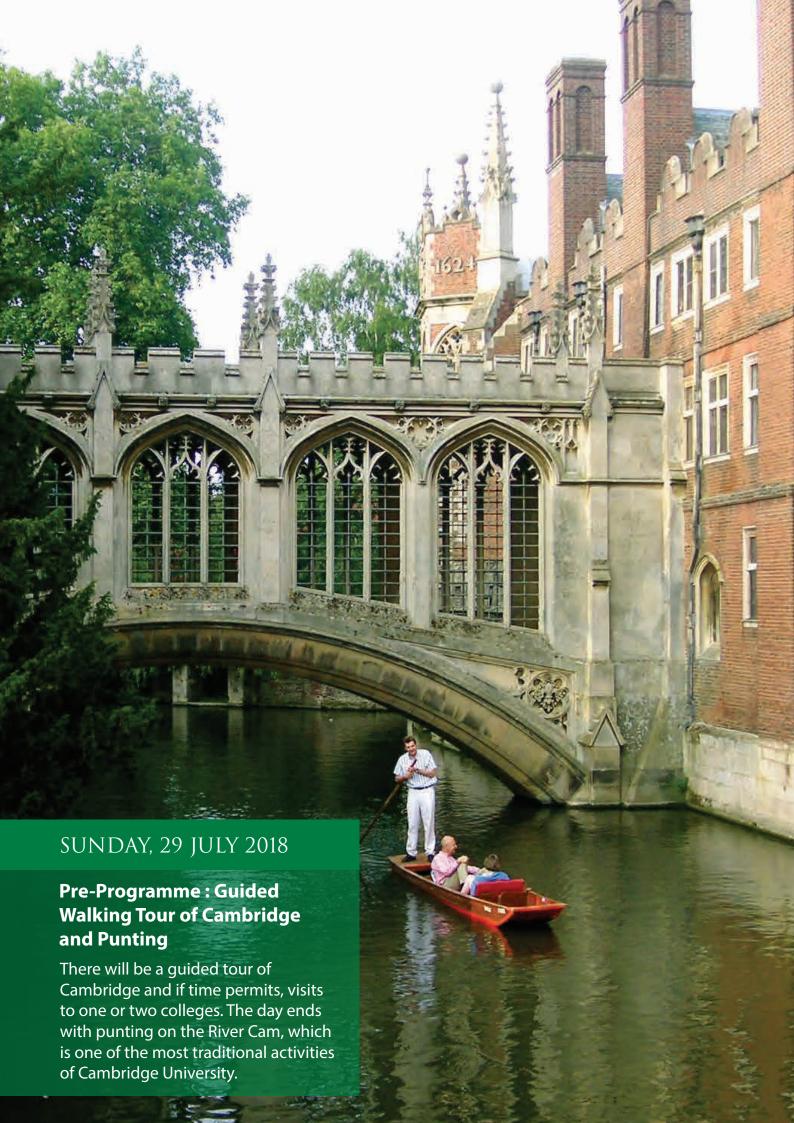
Please contact Asian Banking School at:

Tel: +603-2742 7822 or

Email: training@asianbankingschool.com

Note: All Information in this publication is correct at the time of printing but may be subject to change.

^{*} Fee includes on-campus University college accommodation with breakfast (from 29 July – 4 August 2018), lunch and other refreshments on programme days, as well as programme materials for one participant. It does not include dinner (except for the two gala dinners) and lunch on the weekends. The programme fee is STF claimable for qualifying Malaysian banks. ABS has also received approval for special exemption to be made to the STF Credit Guideline to allow for these financial institutions to claim the full amount of their roundtrip airfare for the purpose of attending the programme.



MONDAY, 30 JULY 2018

Morning Session: Strategic Imperatives in the Age of Disruption

Strategy can be thought as a set of principles that guide the organisation in its journey. Good strategy provides clarity and stability when environments become difficult. However, the notions of strategy that have served organisations well historically, need rethinking in the age of disruption. Innovations, unconventional competitors and changes in regulations have blurred boundaries and challenged some of the core logics of strategy. For example, FinTechs or technology providers are vying to displace established incumbents in the banking industry. In some cases, existing business models have been rendered obsolete, leading providers to rethink who their customers are, customers to rethink what they value and reconfiguring the value-network elements. The sharing economy is producing new forms of organising and competing by blurring the distinction between owner, consumer and producer.

This session addresses head-on the challenge that leaders face in thinking about strategy in disruptive times. Through examples and frameworks from different domains, participants understand how strategy is shaped and how disruption affects well-accepted frameworks. They then examine how to think about strategy in disruptive environments and what insights they can extract from other industries that are faced with similar challenges. The take-away from the session is a set of clear frameworks that participants can use in their own business situations.

Afternoon Session: The Future of Work & Firms - a Perspective from AI and Organisations

The one constant in big changes in various industries in recent times has been the role of technology. Several waves of technology-driven changes have affected industries in the last two decades, e.g. process re-engineering, enterprise systems, online marketplaces and widespread digitisation. The emergent technologies that are already shaping radically how businesses operate and industries are structured, focus on artificial intelligence (AI) and its variants. Several applications have already automated routine work in manufacturing and services. More recent developments are changing the face of higher levels of knowledge-based work, such as banking. Predictions about the reach of AI in transforming the workplace are becoming ever more dramatic. However, there is little insight or discussion on practical questions like: what is the future of work, or how should leaders in sectors such as banking prepare for such technologies.

This session tackles the topic head on. Based on research in other sectors, a Cambridge Judge faculty member will tag team with a technology expert to discuss insights on how such technologies have shaped products, processes, managerial roles and careers, and organisational structures. In the second part of the session, participants will use the framework to address challenges in the domain of banking. The take-aways are twofold: participants will have frameworks to structure their thoughts about grappling with the challenges of technology in banking, as well as potential solutions to apply to the workplace.

Welcome Gala Dinner

This dinner will be held at one of the 31 colleges of the University of Cambridge to give participants the opportunity to experience the ambience of what it would be like to be studying at Cambridge. There will be a guest speaker during dinner.

TUESDAY, 31 JULY 2018

Morning Session: Understanding the Future: Technology in the Financial Sector

The starting point is to examine how disruption affects markets and therefore changes in the business models. The interplay of technology makes waves in the financial markets, e.g. distributed ledger technology has the potential to completely change the way the financial markets and banking work, and the most common type is called blockchain. The name comes from the fact that transactions are grouped together to form blocks, and these are attached to each other in chronological order to form a chain. The whole chain is protected by complex mathematical algorithms which aim to ensure the integrity and security of the data. Such scenarios will be discussed in this session.

Afternoon Session: Understanding the Future: Scenarios for the Banking Industry

Contemporary organisations operate in business environments with unprecedented uncertainty, complexity and inter-connectedness of factors. Planning and execution in such environments require approaches that reflect the ambiguity of the world. One such approach consists of scenarios, which are plausible stories about the future that challenge the dominant logic of the industry and the organisation. Scenarios focus on the combination of trends and uncertainties that will shape the industry and allow us to look at problems through alternative lenses and point to opportunities and threats that we do not otherwise consider.

This session focuses on scenario planning and analysis. Scenario planning is about creating plausible worlds. The first part of the session examines approaches to scenario building, followed by scenario analysis that looks at the organisation's capabilities for surviving and flourishing in these worlds. The analysis opens up insights on capabilities and options for the organisation, and in the time available, we will focus on how the scenarios affect the strategy of the firm in terms of capabilities and options.

WEDNESDAY, 1 AUGUST 2018

Morning Session: Systematising Your Organisation's Innovation Capability: Creativity, Selection & Execution

Innovation constitutes a core capability of organisations. The ability to deliver innovation on a repeatable basis is essential for meeting corporate objectives such as growth in sales, reduction in costs and sustainability in ever more competitive landscapes. Innovation takes on many forms, e.g. developing new products and services, changing business models, or re-thinking processes and routines.

The narrative around innovation is sporadic and unsystematic, difficult to implement through organisational processes, and has uncertain outcomes. These perceived difficulties discourage managers from pursuing innovation. In this session, we show participants how to overcome these difficulties, and create an organisational capability for innovation that provides value to the organisation. We do this through a set of building blocks that combine elements of process thinking with leverage points for intervening in the organisation.

The objectives of the session are three-fold:

- Enable participants to develop a systematic perspective on implementing innovation in their organisational contexts
- Provide a set of actionable frameworks and tools that participants can use
- Link actions to measures for assessing performance

The pedagogy consists of a mixture of exercises, cases, discussions, roleplay and lectures.

Afternoon Session: Creativity and Innovation in Fast Paced Environments: a Journey with Start-ups

This session focuses on how start-ups innovate: defining value propositions, products, business models, crafting value spaces, etc. The essence of effective innovation lies in flexibility, adaptation, agility, teamwork, and the ability to get the best out of limited resources. The session, which will be held in an incubator for start-ups in Cambridge, will focus on the processes and practices of a group of start-ups. Participants will get a sense of what it takes to innovate in fast-paced environments and will be able to draw conclusions that they can apply to their own organisations.

THURSDAY, 2 AUGUST 2018

Morning Session: The Balance Between Alternative Business Models & Business as Usual

Organisations in the banking sector need to work on innovation and new business models. However, these activities need to be conducted bearing in mind the constraints of their existing businesses, revenues, customer and profits. An overemphasis on one risks damaging the other, and with it, the organisation as a whole. Thus, leaders need to tread a delicate balance between business as usual (or exploitation of existing capabilities) and new business models (or exploration of new ideas for capability building).

This session focuses on the balance between the two. Through examples, discussions and theory, participants understand the trade-offs, and how to translate those trade-offs into strategy decisions. Participants will take away frameworks that help them find a balance between these two types of activities.

Afternoon Session: Getting Your Stakeholders Aligned with Your Future Vision

Integrating, implementing and coping with innovative changes and successfully aligning this with the culture of the organisation are main challenges facing leaders in disruptive environments. Many innovations fail or substantially fall short on expectations because of leaders' inability to identify their key stakeholders and get buy-in. A stakeholder is a (possibly external) party that is impacted by an initiative and has both the interest and the power to influence the initiative. Most major change initiatives are significantly influenced by external stakeholders who cannot be directly controlled by the executive.

The objectives of the session are to enable participants to learn about how to understand stakeholders, their respective influence networks and motivations for their behaviours, and to manage them better. Through a simulation on a bank merger, participants manage stakeholders, understand their influence networks and devise strategies for managing stakeholders in complex environments. These lessons will help participants to control not only the internal project aspects but also other influences.

Final Gala Dinner

To close the programme, one of the traditions of the University is to have a final Gala dinner for participants held at one of the 31 colleges. This event, usually held at one of their oldest colleges, is a formal affair with all guests expected to be dressed accordingly.

FRIDAY, 3 AUGUST 2018

Morning Session: Nurturing the Organisation's Innovation Capability : Utilising Organisational and Cultural Markers to Lead

One of the key issues for leadership effectiveness is how to lead rather than manage and how to create a vision of the future which engages and motivates the individuals and teams who will implement the changes brought about by disruption in the banking sector. The session will explore the notion that having the appropriate leadership style can be critical for effective performance; and also, how individual leaders can influence employees to perform at their best in an organisation that is operating in an evolving and disruptive business environment. Leaders need to adjust their style or approach based upon the circumstances and conditions that they encounter in their environments. We will focus on identifying organisational and cultural characteristics (markers) and understanding how managers can use them to bring about change.

The lessons will help participants understand that organisations involve working with employees who have different attitudes, assumptions and ways of working; and that different leadership styles have an impact on worker engagement especially if they want to have commitment rather than compliance from the workforce.

Afternoon Session: Setting Your Business Agenda (Personal Action Plan)

The Personal Action Planning phase is one of the most important parts of the programme. It is an opportunity for participants to plan for the future; a chance to think about how they can utilise their strengths, build on their development needs and apply the key learning from the class to the workplace.

The final session will have participants draw up their personal action plans, focusing on two to three key actions of what they will do differently when they return to the workplace. It is an opportunity to engage the participants in what they have learned in the course of the programme, how applicable it is to their organisation and how they can transfer the learning.

BECOMING ALUMNI

Participants will have membership of the Cambridge Judge Business School Executive Education alumni network following successful completion of the programme. Executive participants will be sent instructions to allow them to access the online community at the Cambridge Judge Business School as well as an Executive Education specific alumni group. Benefits of being a member of these communities include access to a network of very diverse, high calibre international executives from across the sectors; information on new Cambridge programmes for continuing professional and executive development; a series of online webinars and physical faculty-led events on different business and leadership themes; regular communications and news from the faculty and team at Executive Education.

PROGRAMME FACULTY

Dr Kishore Sengupta Reader in Operations Management



Kishore Sengupta's current research, teaching and consulting activities are focused on managing complex projects, managing complexity in organisations, and managing innovation in networks. Before joining Cambridge Judge Business School, he held faculty positions at INSEAD, Fontainebleau, France (2000-2014), the Naval Postgraduate School, Monterey, California, USA (1989-2000), and the Hong Kong University of Science and Technology (1996-1998). He has also worked at the AT&T Network Software Center (now Alcatel-Lucent) and Ernst and Young. His responsibilities have included serving as advisor on complex projects with large organisations, NASA, and the U.S. Government Department of Defense.

Dr Sengupta's consulting activities involve organisations in USA, Asia and Europe.

Dr Sengupta's published work in the academic and business literatures includes a widely-acclaimed article in the Harvard Business Review (February 2008) on how managers fail to learn from experience. The accompanying podcast is one of the most-downloaded in INSEAD's history (http://tinyurl.com/mq2ecxk). His research has been highlighted in the Wall Street Journal (http://tinyurl.com/kgaopcy). Dr Sengupta has extensive experience in the design and delivery of Executive Education programmes, and teaches in the flagship programmes of Cambridge Judge Business School.

Dr Philip Stiles Co-Director of the Centre for International Human Resource Management



Philip developed the Global Human Resource Research Alliance, a research group involving 30 companies worldwide – American Express, BAE Systems, BT, EDF, GE, General Mills, IBM, IKEA, Infosys, Matsushita, Oracle, Procter and Gamble, Rolls-Royce, SANYO, Sealed Air, Shell, Siemens, TCL, TNT, and Unilever. The project represents the most comprehensive worldwide research study in the subject. The contribution to knowledge has been to identify both innovative and best HR practices within companies, and to show how human capital integrates with key dimensions of social and organisational capital.

Philip is also engaged in work on corporate governance, focusing primarily on the dynamics of boards of directors. He was involved in research for the Higgs Review on the Effectiveness of Non-Executive Directors, and he is also involved in examining the nature of succession within companies, carried out in collaboration with an international headhunting organisation. He consults to several organisations in both the private and public sector.

PROGRAMME FACULTY

Professor Stelios Kavadias

Margaret Thatcher Professor of Enterprise Studies in Innovation & Growth; Director of Research



Professor Kavadias was the Steven A. Denning Professor of Technology & Management, as well as an Associate Professor of Operations Management, at the College of Management at Georgia Tech. He has also been a Batten Fellow at the Batten Institute of Innovation and Entrepreneurship at the Darden School of Business.

Professor Kavadias serves as an Associate Editor for Management Science's Entrepreneurship and Innovation department, and as the Department Editor for the R&D, New Product Development and Project Management department of

Production and Operations Management. At Georgia Tech's Huang Executive Education Center, he regularly contributed to open enrolment and custom executive programmes on innovation and project management, and was the Academic Director of their GE Energy PLMP programme. He has authored several case studies through close collaboration with major firms across multiple industries. His research interests are looking at the effectiveness of new product development (NPD) decisions with a particular focus on the decisions that concern: (i) the strategy implementation through the appropriate resource allocation rules and the definition of the "right" portfolio of new projects and products; (ii) the R&D ideation, search and experimentation process both at a firm level and the project team level; and (iii) the effects of the organisational design and the associated incentive schemes on the product development outcome. At a broader level, seeking to understand the challenges that arise during the planning and execution phases of the innovation process, always with an operational/managerial perspective.

Dr Kamal Munir Reader in Strategy & Policy



Dr Kamal Munir has been teaching at Cambridge Judge Business School since 2000. Dr Munir's research focuses on technological innovations and related behavioural changes in society. He has published numerous articles in leading academic journals and presented his work all around the world. He is frequently invited internationally to speak on issues related to social, technological and economic change. Dr Munir's work has been quoted on both television and print (e.g. BBC Hard talk; CNN; Wall Street Journnal; Financial Times; the Guardian; the Telegraph etc).

Dr Munir's practical experience includes acting as a consultant or trainer for several organisations, including the World Bank, the Asian Development Bank, the State Bank of Pakistan, the Department of Trade and Industry, UK; McKinsey & Co; Shell Petroleum; and British Telecom, among several others.

PROGRAMME FACULTY

Stephen Cassidy Chief Researcher, Future Organisation, BT Group, plc



Steve's research interests are in how organisations will look and behave in the future. Impacts of technology, industry structure and working practices. Disruption and evolution. Large scale computer modelling of linked decision processes and information flows, to characterise and optimise a balance of key behaviours of the organisation as a whole. Incorporating the human aspects: motivation, skills, teams & targets, optimising the degree of autonomy. Fellow of the Institute of Engineering Technology.

Steve is a Member of the Institute of Physics. He is also an Advisory Board Member of the Cambridge University Arts and Humanities Doctoral Training Partnership.

Robert Wardrop Co-founder and Director, Cambridge Centre for Alternative Finance

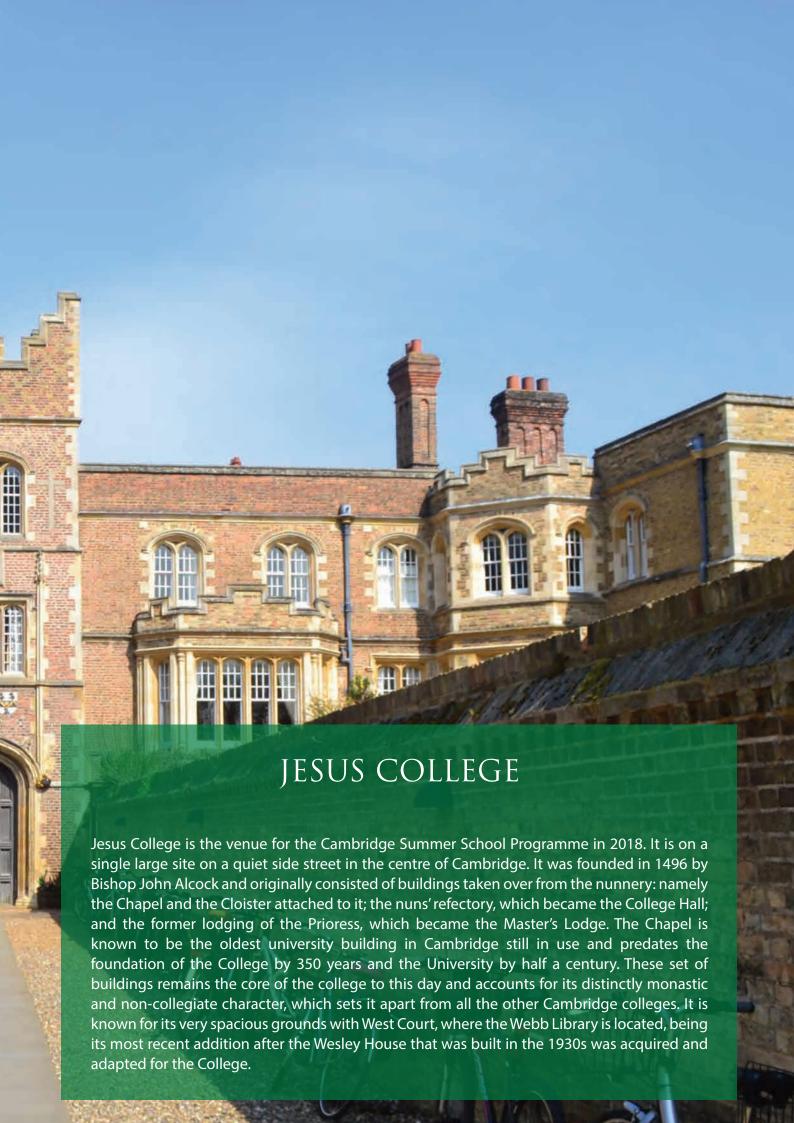


Robert is a sociologist in the Finance and Accounting subject group at Cambridge Judge Business School. He has a successful track record of investing in and advising small and mid-sized firms in North America, Europe and Asia spanning over 30 years, and this experience led to his interest in understanding how and why alternative channels of finance emerge outside the traditional banking and capital markets system.

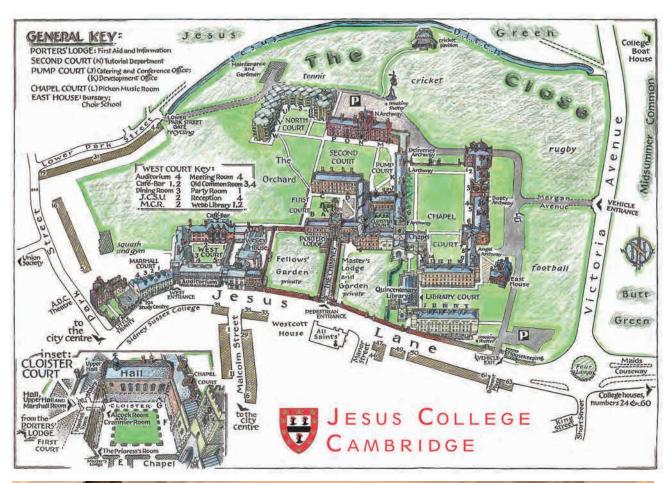
His current research focuses on small and mid-sized firms that issue bonds as an alternative to bank financing, with the aim of better understanding the decision-making behaviour of firm owners and classes of investors across different economies. In addition

to his academic role at Cambridge, Robert currently serves on the Global Advisory Boards of the University of Chicago Booth School of Business and the School of Business at Queen's University in Kingston, Canada.





PROGRAMME VENUE





WEBB LIBRARY

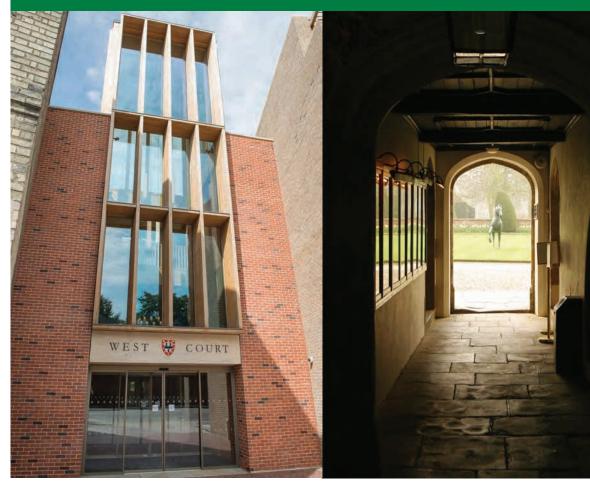
Located in the West Court of Jesus College, the Webb Library was sensitively restored and reconfigured, keeping its original features. With its high domed ceiling and flexible space, it is where classes for the Summer School Programme will be held.



THE GROUNDS OF JESUS COLLEGE

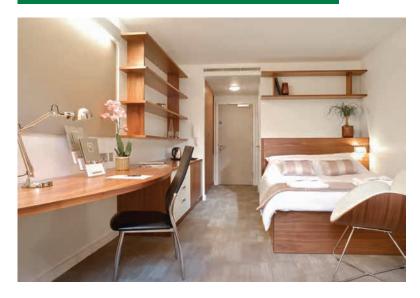
Clockwise from top:

View of the grounds of the Second Court; looking out from Cloister Court to the grounds of the First Court; and the entrance to the West Court.





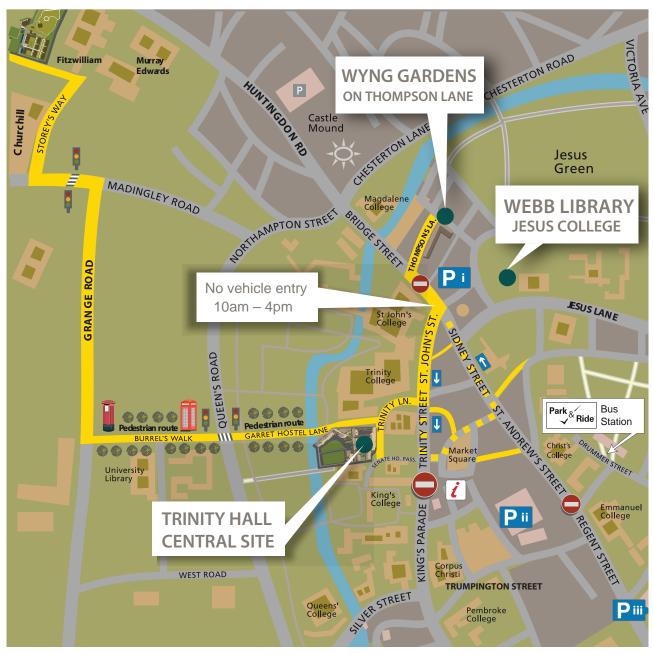
ACCOMMODATION



Accommodation will be provided from 29 July – 4 August 2018 at Trinity Hall's modern student residence, WYNG Gardens, which is a six-minute walk from the West Court of Jesus College. It is located in the centre of Cambridge, close to bustling cafés, restaurants, bars and shops, as well as local landmarks and other visitor attractions.

Participants will stay in modern and comfortable ensuite single bedrooms which includes guest WIFI access, bathrobe and slippers and a Fairtrade hospitality tray.

MAP OF THE AREA



GETTING TO CAMBRIDGE

GETTING TO CAMBRIDGE

Cambridge is located about 80km north of London and is well-served by road, rail and airport links. It is within easy reach of some but not all of London's international airports.

London Heathrow and London Gatwick are the two principal airports providing international flights these airports are approximately 2-3 hours away from Cambridge, according to your chosen method of transport. London Stansted, the nearest airport to Cambridge (only 45 minutes away), also offers flights to and from European destinations only. From Heathrow Airport, it is about 90 - 120 minutes by car and 2.5 hours on the National Coach Express. Gatwick is the least convenient London airport, being on the opposite side of London. Cambridge does not have its own international airport.

TRAVELLING FROM LONDON AIRPORTS TO CAMBRIDGE BY TRAIN

For London Gatwick and London Heathrow, you will first need to take a train from the airport to central London. You will then need to travel across London by Tube to either Liverpool Street Station or King's Cross Station to take a direct train to Cambridge.

From London Gatwick

Take the Gatwick Express train from the airport to Victoria Station, central London (journey time c.35 minutes), and then take the Tube on the Victoria Line to King's Cross Station (journey time c.20 minutes), to take the direct train to Cambridge Station (journey time c.1 hour). http://www.gatwickexpress.com/

From London Heathrow

Take the Heathrow Express train to Paddington Station, central London (journey time c.15 minutes), and then take the Tube on the Circle Line to King's Cross Station or Liverpool Street Station (journey time c.20-30 minutes), to take the direct train to Cambridge Station (journey time c.45 minutes to 1 hour) https://www.heathrowexpress.com/

Or take the Tube from London Heathrow on the Piccadilly Line to King's Cross Station (journey time c.1 hour), to take the direct train to Cambridge Station (journey time c.45 minutes).

By taxi – book online at www.taxisheathrow.co.uk

By train – book online at www.thetrainline.com

By express coach – book online at www.nationalexpress.com/en/airports/heathrow-airport.aspx





ABOUT ASIAN BANKING SCHOOL

The ASIAN BANKING SCHOOL (ABS) is the industry provider of premium capability development programmes. Dedicated to developing talent, it specializes in professional banking education and serves as a channel for intellectual content and thought leadership for the banking sector.

As one of the industry's preferred partners in learning and development, ABS offers industry relevant training programmes that cover a comprehensive list of banking areas and are designed and developed in-house by its Specialist Training Consultancy Team or in collaboration with strategic learning partners that includes some of the top business schools in the world. It also provides specialised consulting services and tailored learning solutions to meet the specific needs of clients.

Through its sector-leading customised and open enrolment Executive Education programmes including the ground-breaking Global Banking Leaders Programme with Cass Business School, as well as the Summer School Programme and Emerging Banking Leaders Programme with the University of Cambridge Judge Business School, ABS equips banks and its Senior Executives with the right knowledge to take them up and move them forward.

ABS works closely with the Asian Institute of Chartered Bankers in raising competency standards for the banking industry through the delivery of training workshops related to professional qualifications developed and awarded by the professional body.

ABS also plays a significant role in enriching the talent pipeline for the financial services sector through the industry recognised Financial Sector Talent Enrichment Programme (FSTEP) and Graduate Training programmes.

Guided by the transformation blueprint for the Malaysian banking education landscape, it is the aim of ABS to innovate the approach of developing talent, and in turn raise the calibre and dynamism of professionals in the industry.

Asian Banking School

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