



# **COBIS CONFERENCE**

## **FOR BURSARS, BUSINESS MANAGERS & HR STAFF**

*17-18 October 2014*



**GENEVA  
ENGLISH SCHOOL**

*British Education for International Children*

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# GENEVA ENGLISH SCHOOL

*British Education for International Children*

## FRIDAY | 17<sup>TH</sup> | CONFERENCE OCT | PROGRAMME

<u>12:00 - 13:00</u>	<b>REGISTRATION</b> Welcome drinks & sandwiches <b>Aula</b>	
<u>13:00 - 13:20</u>	<b>OPENING REMARKS</b> <b>Aula</b>	
<u>13:20 - 14:20</u>	<b>FASCINADE – THE UNIVERSAL CODE FOR LEADERS ATTAINING GLOBAL EXCELLENCE</b> Andreas Dudàs - <i>Keynote speaker</i> <b>Aula</b>	
<u>14:25 - 15:35</u>	<b>ENERGIZE – HOW TOP LEADERS CONSOLIDATE AND MAXIMISE THE ENERGY OF THEIR EMPLOYEES</b> Andreas Dudàs <b>Aula</b>	<b>WORKING WITH THE BOARD – EFFECTIVE RELATIONSHIPS AND USING SYSTEMS TO PROVIDE INFORMATION</b> Patrick Le Roy - <i>Finance &amp; Estate Manager</i> & Eric Deram - <i>Treasurer, Geneva English School</i> <b>Class 6</b>
<u>15:35 - 16:00</u>	<b>COFFEE BREAK</b> <b>Hall</b>	
<u>16:00 - 17:00</u>	<b>SAFER RECRUITMENT</b> Stephen Baird - <i>Headmaster, Geneva English School</i> & Sarah Wooldridge - <i>Finance Officer, COBIS</i> <b>Aula</b>	<b>PROJECT MANAGEMENT</b> Kate Hinchliffe - <i>Director, Impact First</i> <b>Class 6</b>
<u>17:15</u>	<b>TRANSPORTATION</b> <b>to hotel</b>	
<u>19:00</u>	<b>PICK UP</b> <b>from hotel to gala dinner</b>	
<u>19:30</u>	<b>GALA DINNER</b> <b>at Creux-de-Genthod</b> <i>sponsored by School Website</i>	 SCHOOL WEBSITE & SCHOOL PROSPECTUS
<u>22:30</u>	<b>TRANSPORTATION</b> <b>back to hotel</b>	



# GENEVA ENGLISH SCHOOL

*British Education for International Children*

## SATURDAY | 18<sup>TH</sup> OCT | CONFERENCE PROGRAMME

<u>8:30</u>	<b>TRANSPORTATION</b> from hotel to school	
<u>8:45 - 9:00</u>	<b>WELCOME COFFEE</b> Hall	
<u>9:00 - 10:00</u>	<b>GETTING IT RIGHT FROM THE START: EFFECTIVE PEOPLE MANAGEMENT</b> Nickii Messer - <i>Optimus Education</i> Aula	
<u>10:00 - 10:20</u>	<b>COFFEE BREAK</b> Hall	
<u>10:20 - 11:20</u>	<b>ESTATES &amp; FACILITIES MANAGEMENT</b> Kieran Dempsey - <i>Bursar, Dubai College</i> Class 5	<b>CREATIVE PROBLEM SOLVING</b> Kate Hinchliffe - <i>Director, Impact First</i> Class 6
<u>11:25 - 12:25</u>	<b>STRATEGIC HUMAN RESOURCES MANAGEMENT</b> David Paton - <i>Head, Radnor House</i> Class 5	<b>ALTERNATIVE INCOME SOURCES FOR SCHOOLS</b> Luke Godley - <i>Business Manager, Doha College</i> Class 6
<u>12:25 - 13:10</u>	<b>LUNCH</b> Hall	
<u>13:10 - 14:10</u>	<b>THE CHANGING DYNAMICS OF INTERNATIONAL TEACHER RECRUITMENT</b> Diane Jacoutot - <i>Founder, Edvectus</i> Class 5	<b>RISK MANAGEMENT / HEALTH &amp; SAFETY</b> Patrick Le Roy - <i>Finance &amp; Estate Manager, Geneva English School</i> Class 6
<u>14:10 - 15:10</u>	<b>EMPOWERING CHANGE THROUGH STRATEGIC PLANNING: A FRAMEWORK FOR DEVELOPMENT</b> Nickii Messer - <i>Optimus Education</i> Aula	
<u>15:15</u>	<b>CONFERENCE CLOSE</b>	



## SPEAKER BIOGRAPHIES

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### **STEPHEN BAIRD**

Headmaster, Geneva English School

Stephen has been in education for over thirty years, in a range of roles and positions. Geneva English School is his first headship out of the UK and he has been there five years. When teaching, he is an English specialist and a history enthusiast.

He is married to Liz, who teaches a Year 1 class at GES and they have three sons in their 20s, two of whom are working in education while the youngest is putting up a stiff resistance against doing so! Stephen and Liz have two dogs – Pepper, a Jack Russell, and Bramble, a bi-lingual Swiss whippet! They live in Gex (France) and Cornwall in the UK.

Stephen is a British Schools Overseas inspector with the Independent Schools Inspectorate (ISI). He has written a number of plays for the 8-13 age range and a rock musical on the life of King Charles II. He published his first novel, 'Fire in the Straw' for young teens in 2007 and would like to write more fiction but he knows it does not mix easily with headship!

Other interests include the fortunes (few) and misfortunes (many) of Stockport County Football Club, which is why he also needs to support Chelsea, so that he can be reminded what it is like to win a football match; history, especially Richard III; travel, music, rock festivals, concerts and reading. He plays a piano accordion and gazes longingly at the electric guitar he has recently bought from one of his sons, occasionally strumming the chord of Em and feeling like a rock god.

### **KIERAN DEMPSEY**

Bursar, Dubai College

Kieran Dempsey is currently Bursar at Dubai College having moved there in June after 8 years as Bursar at Christ College Brecon. Before that Kieran spent 16 years in the Royal Air Force where he spent most of his time in facilities management, including once having the grand title of Property Manager South Atlantic.

He is married with 2 boys, one on a Gap Year in Dubai and the other starting his 6th Form as a boarder in the UK. Kieran enjoys keeping fit and for a time played hockey reasonably effectively, but retired to follow the current well-trodden mid-life crises route of cycling and triathlons, although he is finding training difficult in the heat of Dubai.

Currently Kieran busies himself trying to get his head around the idiosyncrasies of operating in the Middle East and attempting to work out how to do things in such a different environment especially with respect to regulations and working practices.

### **ERIC DERAM**

Treasurer, Geneva English School

Eric Deram is on the Board of Governors at Geneva English School and has the role of Treasurer. He has had three children at GES: Hugo (left in 2012 at the end of Class 6), Charles (left in 2014 at the end of Class 6) and Max (Class 4).

He has lived in Geneva since 2004, was born in France, raised in Africa and educated in France and the US (Harvard MBA). His wife, Lucy, was born in the UK but grew up in Geneva. They live in La Rippe. In Geneva Eric founded an Asset Management Company dedicated to Private Equity Investments. Before moving to Geneva he had an international investment banking career primarily in Sao Paulo, Paris, New York London.

## **ANDREAS DUDÀS**

**Entrepreneur, Speaker and Author**

Andreas holds an MSc in civil engineering, an MBA in international management and an MSc in global supply chain management from various top universities in Switzerland, Norway and United Kingdom. He has worked for over 25 years in top executive positions as a division manager, CEO and Chairman across eight different industries in developing and emerging markets for companies such as ABB Ltd., Gate Gourmet Ltd, Malik Management Centre and the AF Group Sweden.

Because of his outstanding business performance he has gained a reputation of credibility and integrity, earned through his authentic life and leadership style, and has been entrusted with some of the most challenging leadership tasks from major companies around the world. He has been responsible for the growth and development of more than 90 multi-billion energy & infrastructure projects with previously substandard performance, successfully restructured difficult and failing ventures in emerging markets, and helped to successfully settle intractable conflicts all over the world.

His career has taken him to more than 30 different countries in Latin America, the United States, and the Middle East and throughout Asia. Apart from his extensive involvement in top management positions and as CEO of his own companies, he acts as a top key note speaker and has added his vast life and leadership experience to empowering a score of leaders to become outstanding personalities driven by authenticity.

Andreas is the founder & owner of various companies, a foundation, a school in Northern India, and the ALVA Leadership center in the heart of Switzerland. Drawing on his profound management & life experience on four continents, he delivers inspiring speeches on how to “dare to be a global leader” so as to create shared value as the key for sustainable corporate success in the 21st century.

## **LUKE GODLEY**

**Business Manager, Doha College**

Luke Godley has been working in Qatar as the Business Manager at Doha College for nearly six years. The college is a not-for-profit co-educational school catering for both international and local communities, representing over 50 nationalities from ages 3 to 18. His role is to ensure Doha College continues to develop and retain its status as a dynamic and leading international school committed to academic excellence. Traditionally reliance has been placed on fee income to support this development, however more recently Doha College have looked to a number of alternative sources including the country's first debenture programme, corporate and private sponsorship, CSR opportunities, a highly successful sports academy and Qatar's first accredited CrossFit facility.

## **KATE HINCHLIFFE**

**Director, Impact First**

Kate is the Director of Impact First, which was formed in 2010. With a career spanning over 25 years, Kate has held leadership positions across a range of organisations.

For nearly four years she led the Training & Development Agency's (TDA) North East Regional Centre, successfully delivering a large Government contract. Kate is currently working with Teesside University & Serco to deliver a range of leadership development activities.

Kate's career has focused on leading the development and reform of organisations, teams and individuals to improve outcomes through better performance. She has established and managed a range of successful multi-agency projects, gaining national awards including 'Partners in Excellence', 'Charter Mark' and 'Customer First'.

Kate is a qualified teacher and has an MBA from Durham University. She is a trained and experienced coach, NLP practitioner and has undertaken an internship with Gerry Egan and the University of Manchester to become an advanced enterprise consultant. Kate has had particular success in scoping, developing and delivering bespoke training programmes and providing coaching to individuals and businesses to secure better outcomes.

## **DIANE JACOUTOT**

**Founder and Managing Director, Edvectus Ltd**

Diane Jacoutot, BSc (Engineering), MBA (International Marketing), REC, is the founder and Managing Director of Edvectus Ltd which specialises in developing innovative and knowledge-based strategies for the recruitment of western trained teachers to international schools. She has over 15 years of experience in international education recruitment and a successful track record of establishing innovative new businesses, Edvectus being her third. Mrs Jacoutot's articles have been published in the British International Schools magazine, Canadian Teacher Magazine, The Australian Teacher and Sec Ed. She has presented at IPSEF London, IPSEF Malaysia and FOBISIA conferences.



## SPEAKER BIOGRAPHIES

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### **PATRICK LE ROY**

Finance & Estate Manager, Geneva English School

Patrick Le Roy has worked at Geneva English School since August 2010 as the Finance and Estate Manager. He is also Chair of the Business Manager section with the Swiss Group of International Schools. Previously he spent five years as a Global Finance and Business Manager at the International Baccalaureate and seven years working for multinational companies (Reuters and Beckman-Coulter).

Patrick has both Swiss and French nationalities, and is married and lives in Prangins, Switzerland. His education includes an MBA in Economics and Masters in International Education and Research. During his leisure time he enjoys golf, running, volley-ball and skiing.

### **NICKII MESSER**

School Business Management and Leadership Consultant

Nickii is an enthusiastic and knowledgeable freelance consultant, specialising in developing and promoting academy and school business leadership. Having worked as a SBM across three school phases for 15 years, mostly as a member of senior leadership teams, she now delivers her own training and professional development for support staff, including INSET sessions and a support staff middle leadership course that she runs through several regions. Nickii is also Operational Lead for Anglia Ruskin University. This role especially involves her in the CSBM, DSBM and ADSBM programmes as well as the School Administration Foundation Certificate (SAFC). She also serves as a governor in a small rural school.

An experienced writer, Nickii has written extensively for Optimus Education as well as the NAHT and SSAT. She is the author of the Optimus DIY training manual 'Achieving Value for Money and Improved Outcomes: A team approach to budget management' and is now leading workshops through Optimus' new webinar programme.

Nickii is keen to help school leaders at all levels develop the skills and, crucially, confidence, to embrace the many and varied opportunities that come with the complex challenges facing academies and schools today. Nickii has been a National College for School Leadership SBM Advocate; a member of the National College's Leadership Steering Group; and won the NASBM Sue Simcock Special Achievement Award. She can be contacted through her website [www.nickiimesser.com](http://www.nickiimesser.com) or at [Nickii.sbm@gmail.com](mailto:Nickii.sbm@gmail.com)

### **DAVID PATON**

Head, Radnor House

David Paton is the Head and Proprietor of Radnor House, an Independent school set on the banks of the Thames in Twickenham, UK. Founded in 2011, Radnor House has witnessed rapid expansion with a roll of almost 400 pupils and a very successful Ofsted inspection which saw it secure the rating of 'Outstanding' in each of the seven inspection categories. He was previously the Head of Sixth Form at Harrodian and briefly Deputy Head of the Senior School at Dulwich College.

### **SARAH WOOLDRIDGE**

FCCA, Finance Officer, COBIS Ltd

Sarah graduated from the University of Surrey in 1995 and is a qualified Chartered Certified Accountant. She is the Finance Officer for COBIS responsible for the management, control and reporting of COBIS finances to both internal and external stakeholders. Sarah also manages the Disclosure and Barring Service applications on behalf of COBIS and currently processes over 500 applications per year. Prior to joining COBIS Sarah was a Finance Manager for British Airways PLC before spending 11 years away from the workplace raising her family.



## SPONSORS

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### OPTIMUS EDUCATION

COBIS are grateful to Optimus Education for sponsoring the COBIS Conference for Bursars, Business Managers, and HR staff this year.

Optimus Education provides support for senior leaders and school business managers in implementing policy and managing challenges. As well as our one-day national conferences, we offer an online membership service, providing whole school in-house CPD tools. We also publish brief, essential eBook guides, comprehensive professional development handbooks and provide high-quality, cost-effective whole-school training resources.

Find out more at: <http://www.optimus-education.com/>



### SCHOOL WEBSITE

We have produced online and printed marketing for some of the most recognized independent schools in the UK and internationally. Our client list includes Charterhouse, Repton, Rugby, Uppingham School and international schools such as St George's, Rome & Runnymede College, Madrid to name just a few. Online, our websites are renowned for making an impact. They are as distinctive as they are original and have received national recognition for both design and innovation. We do not just build a school website; we help produce a digital marketing strategy that covers mobile, apps, social media, SEO and PPC. Offline, we produce innovative printed materials that complement and support your online presence. Brochures, prospectus packs, flyers, stationery and business cards are all in a day's work. For schools looking to refresh their brand or re-position the school we also offer a complete marketing solution that includes research, positioning, marketing strategy and branding.

Find out more at: <http://www.schoolwebsite.co.uk/>



SCHOOL WEBSITE & SCHOOL PROSPECTUS

