

# Fujitsu UK & Ireland Leadership Workshop

28-29 November 2023

28 November - 9:00 am - 4:10 pm

Topic (Facilitator)	Key Points	Time
Welcome	Agenda and introductions	9:00 - 9:25
Setting the stage on culture (Ethisphere)	<p>Informal vs. Formal systems and the importance of alignment to have an ethical culture in practice not just promises.</p> <p>Why Managers Matter –</p> <ul style="list-style-type: none"> <li>• Culture data – Ethisphere's benchmarks and insights</li> <li>• Edelman data on trust</li> <li>• Psychological safety primer – what is it, why it matters</li> </ul> <p>4 Levers of Culture – who you hire, fire, praise, &amp; promote</p>	9:25 - 9:50
FSL culture research results (Ethisphere)	Key data points against benchmarks and overall themes	9:50 - 10:30
	BREAK	10:30 - 10:40
Project Holly overview (Fujitsu Legal)	Initial debrief on Project Holly with failure points and focus areas for remediation	10:40 - 11:20

Topic (Facilitator)	Key Points	Time
Stakeholder Impacts Mindset (Ethisphere)	<p>Introduce activity and map/matrix (5 minutes)</p> <p>Breakout / small group Exercise (30 minutes) - Groups work through a stakeholder impact map for a current product or one in development.</p> <p>Large group report outs (20 minutes) - Scribes report back, group discusses pros/cons of map and the use of stakeholder impact map across FSL projects going forward</p>	11:20 - 12:15
	LUNCH	12:15- 1:00
Deep dive Project Holly case study 1 (Ethisphere)	<p>Instructions for breakout work (5 minutes)</p> <p>In breakout groups, round of discussion for case study (30 minutes)</p> <ul style="list-style-type: none"> <li>• In this moment on the timeline, given what we talked about in the morning, what are some things that went wrong?</li> <li>• What could have been done differently?</li> <li>• Thinking about culture/risk assessments and your personal observations, where might these types of issues be happening today?</li> </ul> <p>Large group readouts for point 1 in timeline (25 minutes)</p>	1:00 - 2:00
	BREAK	2:00 - 2:10

Topic (Facilitator)	Key Points	Time
Deep dive Project Holly case study 2 (Ethisphere)	In breakout groups, round of discussion for case study (30 minutes)  Large group readouts for point 1 in timeline (20 minutes)	2:10 - 3:00
	BREAK	3:00 - 3:10
Deep dive Project Holly case study 3 (Ethisphere)	In breakout groups, round of discussion for case study (30 minutes)  Large group readouts for point 1 in timeline (20 minutes)	3:10 - 4:00
Wrap-up	Recap day 1 and set stage for day 2	4:00 - 4:10

29 November - 9:00 am - 11:50 am

Topic (Facilitator)	Key Points	Time
Welcome Back	Reflections on day 1 and agenda for day 2	9:00 - 9:20
Walking the Fujitsu Way (Ethisphere)	<p>Discussion on link between turning Holly failure points into success launching points and how it ties to the Fujitsu Way – Aspire, Trust, and Empathy</p> <p>Time for individuals to complete the How I Walk the Fujitsu Way commitment statement worksheet</p> <p>Sharing commitment statements</p>	9:20 - 9:50
Training and Communication Plan (Ethisphere to hand off to Fujitsu / Anwen)	<p>Ethisphere will show a few more culture research data points and hand off to Anwen</p> <ul style="list-style-type: none"> <li>• Communicating Holly to our wider employees,</li> <li>• how leaders need to support, and</li> <li>• the commitments and actions required from manager to expand the scope of our remediation activities into their areas.</li> </ul>	9:50 - 10:50
	BREAK	10:50 - 11:00
Post-workshop activities (Ethisphere/ Fujitsu)	<ul style="list-style-type: none"> <li>• Approachability self-assessment</li> <li>• Commitment to taking lessons learnt into the future</li> </ul>	11:00 - 11:30
Recap and Wrap-up		11:30 - 11:50