

# HMC Schools Conference

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MD England Cricket



## England Tour to India: November/December 2008



## A Passage from India





## 1. England cricket a crisis

# KP: Back me or I will quit

Skipper wants Moores out after Vaughan row

## England head home in wake of Mumbai attacks

## Morris adamant upbeat England will return

# England fly home

CRICKET

## England in crisis as rift appears

*Pietersen seeks showdown over his irreconcilable differences with Moores*

## 2. Getting the Right People on the Bus

- Outstanding people; outstanding environments; outstanding results

- Actively listen
- Relentlessly inquisitive
- Self-awareness
- Authentic



- Working as a Team

- Decisions based on taking us closer to winning
- Honesty with self and Team
- Pride in physical/mental robustness
- Doing the “basics” very, very well



*“To accomplish great things, we must not only act, but also dream, not only plan, but also believe.”*



### 3. Creating a Vision for the Future

#### Inspiring the Nation





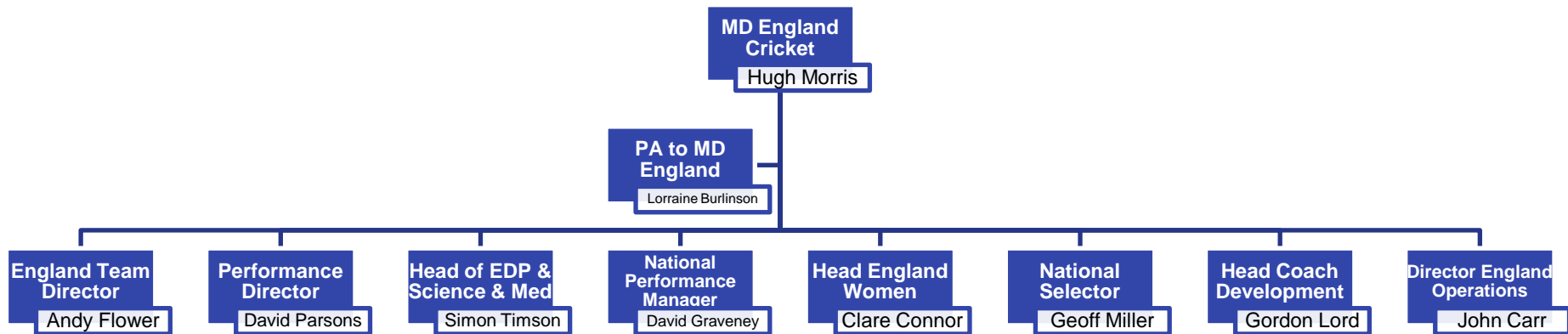
## 4. Communicating the Vision

- Role modelling behaviours
  - Selecting ‘cultural architects’
  - CSR
- Using different media outlets to communicate the vision
  - Social Networking
- Engaging key stakeholders
  - WAGS



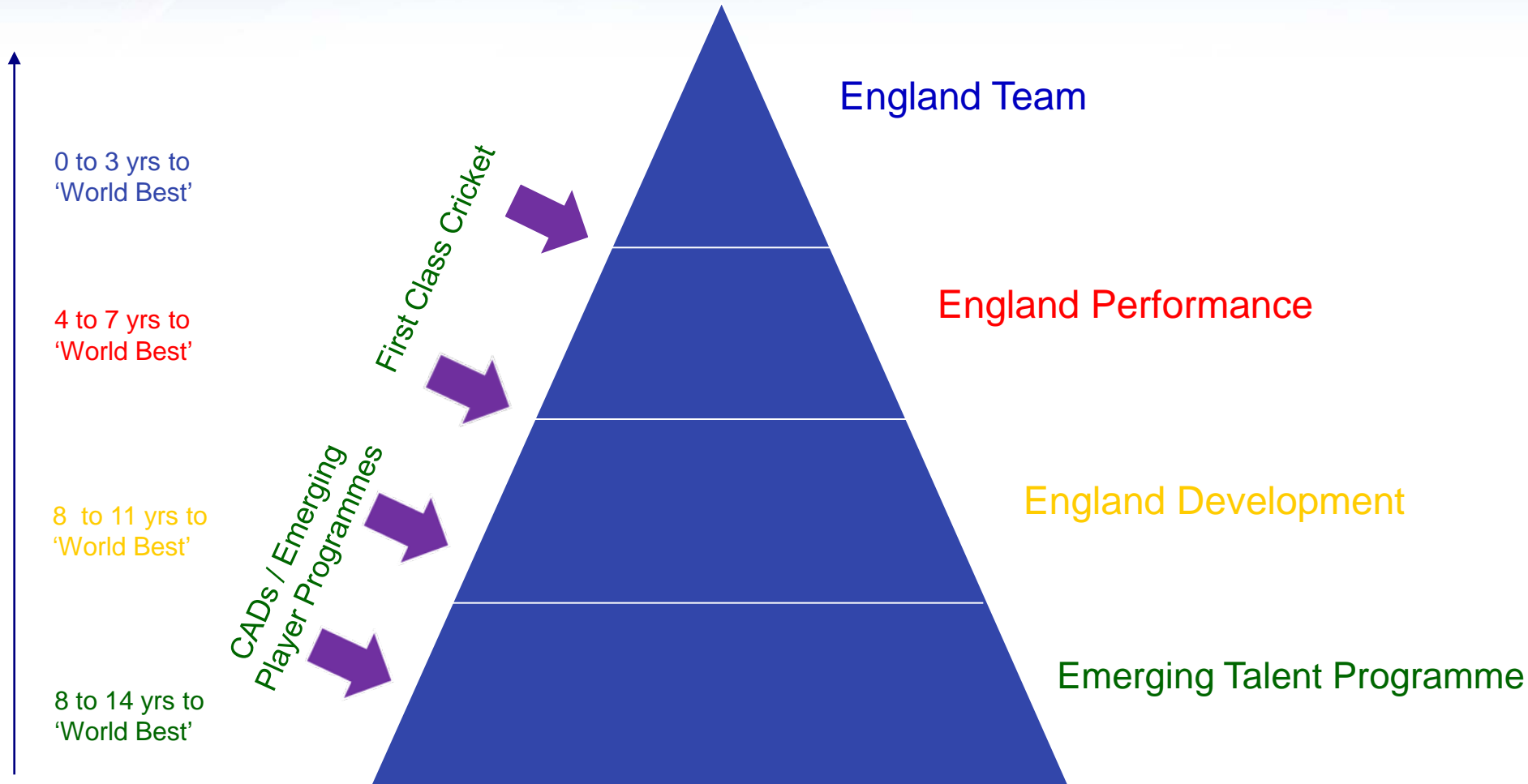
*“We must become the change we want to see in the world.” Gandhi*

## 5. Changing Systems and Structures





## 5. Changing Systems & Structures (2)



## 6. Early successes..





## 7. Sustaining the new culture

- Use successes to change policies not fitting the vision
  - Managing commercial interests
- Connecting behaviours & success
  - Physical robustness & maintaining skills
  - Delivering basics & performing under pressure
  - Self awareness & constant improvement
- Appoint, promote and develop people to reinforce the change
  - ‘Thinking Partners’



*“If you do what you did yesterday you will be beaten. If you do what others are doing today you might be competitive. To win you must do what others will be doing tomorrow, today.” Sir Clive Woodward*

## Summary of our journey

1. Managing a crisis
2. Getting the right people on the bus
3. Creating a vision for the future
4. Communicating the vision
5. Removing obstacles
6. Our early successes
7. Sustaining the new culture





## The next challenge.... 'Winning after Winning!'

