

# SCFMC Newsletter

Take a trip  
down memory  
lane - p7



Melintha reflects  
on life-changing  
experience - p5



## Another memorable year



Executive Director Gary Roberts looks back on his first 16 months at the SCFMC - p2



# Privileged to play a part in helping so many great people

Executive Director **Gary Roberts** reflects on his first 16 months

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It somehow seems both like a lifetime ago and just yesterday when I was asked by Tim Cullen to take on the role of executive director in place of the late Mark Shimmin.

The last 16 months have passed in a flash and I have come to feel a real sense of gratitude because I have come to learn just how special this organisation is. It is a privilege to be able to play a part in the development of so many really great people from small countries right across the world.

A year ago, I worked with Paul Fisher



and Elaine Moretta to select 25 participants for the 2024 annual programme. It was a joy to spend time with the participant and watch as they grew in confidence and skill.

I know that their development is continuing, and I know how they look back at their time in the Isle of Man and at Oxford with a great deal of pride and fondness. One of them, Melintha Fleurmuys from Namibia, has taken time to write about her experience.

My main task in the last year or so has been to negotiate a new funding deal with the Isle of Man government. This has involved considerable effort as, rightly at a time of constrained budgets, we have been placed under close scrutiny. Those negotiations are coming towards a conclusion and I hope that we will soon be able to announce a new agreement.

Much of those discussions have centred on how we show that the work that we do makes a lasting difference. Can we show that the money spent by the Isle of Man

government brings about real change?

I believe that it does and that we can show that it does, but it is clear that we need to do more each year to demonstrate the lasting value of what we do.

The 2024 group was asked to collaborate in small groups after the programme had ended in order to make progress on individual challenges. From 2025 this ongoing cooperation and monitoring will become even more important.

So, if your individual challenge leads to a change in policy within your organisation, or even nationally, then we want to be able to show this to the Isle of Man government. We can say that their investment is helping to make the world a better place.

The application process for the 2025 programme is now open, so please do whatever you can to make sure that talented people from your organisation are encouraged to apply.

The website <https://www.scfmc.im/> has details of our new selection criteria, which shows who is eligible and how we choose participants.



*Negotiations regarding a new funding deal are coming towards a conclusion and I hope that we will soon be able to announce a new agreement*

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# Key changes at the SCFMC

One of our directors, Serena Kern, who will be known to many of you from the support that she often gave to the Oxford leg of the programme, has stepped down.

She has left her role at the Bank of England to set up her own business and she needs to focus on that.

Serena has played an important part in the development of the SCFMC and everyone involved with it wishes her well.

Serena has been replaced by Anthony Long, an Isle of Man-based business leader, who is the executive chairman of Capital International, an international financial services group of companies, which is particularly active in southern Africa.



Serena Kern



Anthony Long



Tim Cullen

His father, Peter Long, was one of our first directors, and Anthony will use his considerable experience to help us to strengthen our strategic planning.

Tim Cullen MBE, our founder and much-loved deliverer of brilliant input on the art of negotiation, has decided to step

back from lecturing.

However, he will remain active with us as a director and, following his relocation from the Isle of Man to Oxford, he will still get to meet participants of future programmes during their time at Harris Manchester College.



## The importance of your challenge

As you know, one of the things that sets our programme apart from others is the importance of your personal challenges.

We believe that giving you the time and support to focus on an important work-based matter, while exposing you to world-class leadership input, is what helps make the SCFMP so good.

We can feel a bit remote here in the Isle of Man, though. And while there is mention

elsewhere about the importance of us providing feedback to our government, we would like to ask you to help us.

We are really keen to learn how you got on with your challenge. Did it work? Have you completed it and has it been implemented by your organisation? Did it make a difference?

Any feedback that you can give to us by email would be greatly received.

## Plans in place to reinvigorate Advisory Panel

For some time, the SCFMC has had an advisory panel, which helps with ideas for the annual programme and for alumni events. Sadly, for a variety of reasons, it has fallen into abeyance and we would very much like to reinvigorate it.

Ideally the panel will meet virtually on a couple of occasions during the year to discuss the annual programme, both before it happens and then after it has concluded. The aim is to give Paul Fisher, our Programme Director, support as he seeks to ensure that the programme remains meaningful and relevant.

If you feel that you would like to help ensure that what we do remains as good as it can be, then please drop us an email to express your interest in joining the panel.





**MAKING THE NEWS:** Some of our 2024 cohort share their experiences during an interview with national broadcaster Manx Radio

## How about us coming to you?

Did you know that we have run programmes outside the British Isles? In the past we have run a bespoke programme in the Cook Islands and another in West Africa.

We are keen to try to work with governments and public bodies to offer tailor-made programmes wherever they are needed.

If your organisation is looking for world-class input on leadership development, negotiation, scenario planning, or a whole host of other things, then please contact us.

## Did you know?

We have recently had discussions with the government of the Republic of Ireland about how we might work together. They offer some fantastic support to small states and they asked us to tell you about them.

The Ireland Fellows Programme information gives you a sense of the programme.

Note that it generally supports early career Masters level students. You can also see the list of eligible countries and the directory of eligible courses.

# News of upcoming alumni events

## Climate change and listening on the agenda



**Dr Nicola Ranger**

We have two important alumni events coming up: one for everyone and another just for the 2024 cohort.

The all-alumni event will be led by Dr Nicola Ranger from the Environmental Change Institute at the University of Oxford.

She will talk about key climate change financing, mitigation and resilience issues. This is a great opportunity to learn from a world-leading expert.



**Sarah Rozenhuler**

Further details will be circulated soon. Please try to attend and we are happy for you to encourage colleagues to join.

The 2024 cohort are working in small groups on their challenges and we have an event for them on Wednesday 5th February 2025 at 1700hrs GMT when Sarah Rozenhuler, a world-renowned leadership coach, will talk about areas of listening, creating dialogue and having healthy conversations.



# Inspiring, brilliant, amazing and life-changing experience

Participant [Melintha Fleurmuys](#) from Namibia reflects on the 2024 event

This uniquely designed leadership programme was first introduced to me by the current Financial Intelligence Centre - Namibia Director, Bryan Eiseb - who participated in the same programme some years ago and still speaks highly of it.

Participating in the 2024 program was truly transformative for me, expanding my leadership understanding and exposing me to diverse strategies for overcoming common challenges encountered by smaller nations.

This programme is practical and offered me with valuable insights that I will carry forward in my future endeavours. The program not only equipped me with the knowledge and skills to become a more effective leader but also instilled in me a sense of purpose to positively contribute to the advancement of my own country and the global community.

Above all, I made meaningful connections and friendships. It truly served as a powerful reminder that one can achieve greatness regardless of humble beginnings."

The picture (right) shows me in the beautiful Balliol College chapel with Peter Hanke, a Danish academic and musician. The 2024 participants were the first to learn about leadership through the performing arts in a truly special way and Peter managed to get everyone – and we mean everyone – to learn about leadership by conducting a choir of professional singers.

It was nerve-tingling, inspiring and fabulous in equal measure. The good news is that Peter and his wonderful singers will join us again in 2025.

The feedback from 2024 participants was fabulous. Some of the words most commonly used to describe the experience were inspiring, brilliant, amazing, life-changing... you get the idea. In other words, just as it was for every previous group!



**ON SONG:** Melintha and Peter Hanke



**TREE-MENDOUS:** The 2024 group continue the Small Countries programme tradition of planting a tree at The Nunnery





# 2024 programme in focus

Images from the 2024 Small Countries Financial Management Programme events and social gatherings in the Isle of Man and Oxford.





We delve into our photo archives to remember some of the Small Countries Programmes from recent years. Please send any photos you would like to share for this section to [elaine.moretta@scfmc.im](mailto:elaine.moretta@scfmc.im)



### Photo gallery

- (1) 2016 Barrool Suite reception
- (2) 2016 Ronaldsway Airport, Isle of Man
- (3) 2017 Barrool Suite reception
- (4) 2017 Lecture Theatre at the Nunnery
- (5) 2016 Government House reception

