

E.N.G.'s 2nd senior executive summit

The Learning & High Performance Leadership Organisation

Deploying an integrated, agile learning strategy to ensure high performance in challenging times

2009

International executive summit with leading speakers including



Elliott Nelson
Head of Global Talent Management and Leadership Development
Akzo Nobel



Maarten de Groodt
Head of Employee Learning
Alcatel-Lucent



Christian Standaert
General Manager ArcelorMittal University
ArcelorMittal



Dr Kirsten Dunlop
Head of Generali Group Innovation Academy
Assicurazioni Generali



Don Shultz
Head of Learning and Development
BP Exploration and Production



Patsy Doerr
Head of Business School Asia Pacific
Credit Suisse



Bernd Staudinger
Director of Daimler Corporate Academy
Daimler



Thierry Bonetto
Director of Learning and Development
Danone



Frédéric Olivier
Head of Dexia Corporate University
Dexia



John Herbert
Executive Director
European HR Forum



Willem van der Lee
Director Leadership and Talent Development
Hay Group



Susan Havermans
Program Director
Rabobank



Christoph Koelbing
Global Head Talent Management
Syngenta



Bruno Frei
Global Head Strategic People Projects
Syngenta



Nicolet Theunissen
Group Leader Research Area Learning Innovations
TNO Defense, Security and Safety

Creating the leaders of the future, now

- ▶ The need to rapidly create and deploy an integrated and effective learning strategy that leads to the development of high-performance leaders is urgent. Global economic uncertainty, increasing competition from established and emerging competitors, and an increasingly mobile workforce are exerting pressure on companies to demonstrate a clear link between learning resources and bottom line results.
- ▶ Permeating learning and development programmes throughout the ranks of middle management calls for processes that engage the workforce in programmes of continuous capability development.
- ▶ E.N.G.'s summit will showcase cutting-edge approaches to substantiating the business case for an integrated leadership strategy that sustains long-term business growth and creates agile leaders focused on high-performance growth.
- ▶ Join us in Amsterdam as global leaders share innovative and effective best practice in creating successful learning and leadership strategies.

You are invited to our Networking Dinner!

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08:30 **Registration and welcome coffee**

09:15 **Opening remarks from E.N.G. and the chair**
John Herbert, Executive Director
European HR Forum

09:30 Case study

Breakthrough approaches to developing future leaders

Developing leadership talent has moved to the top of the CEO agenda. Yet many companies struggle with their approach and return on investment to develop future leaders. Who to invest in? What learning and development processes really pay off? This presentation focuses on insights from recent research on two questions:

- ▶ What do companies with the best track record in developing leaders from within do differently?
- ▶ How do these approaches relate to business performance?

Willem van der Lee, Director Leadership and Talent Development
Hay Group

10:15 Case study

Creating talent and leadership development processes in a decentralised global business

- ▶ Building competencies that connect to talent and leadership development processes
- ▶ Performance Management linked to behavioural development
- ▶ Rolling out processes to improve coaching, teaching and leadership from the top down
- ▶ Putting together a succession plan of multiple leaders for each position: an emerging leaders programme, an existing leaders programme and other career lifecycle programmes

Elliott Nelson, Head of Global Talent Management and Leadership Development
Akzo Nobel

11:00 **Networking coffee break**

11:30 Joint presentation

Building and leveraging talent to win in the marketplace

- ▶ Defining the leadership capabilities and integrating them into people processes and culture
- ▶ Liberating potential of employees with a fully integrated talent management process
- ▶ Placing high potentials in development experiences at each level
- ▶ Building employee commitment through open feedback, recognition and opportunities to grow

Christoph Koelbing, Global Head Talent Management
Syngenta
Bruno Frei, Global Head Strategic People Projects
Syngenta

12:30 Case study

Building talent in developing countries

- ▶ Understanding different attitudes and capabilities in emerging economies
- ▶ Providing employees opportunity to grow and develop whilst establishing clear accountability expectations
- ▶ Optimising learning delivery channels

Patsy Doerr, Head of Business School Asia Pacific
Credit Suisse

13:15 **Lunch**

14:45 Brainstorming session

Doing more with less; maximising resources in challenging times

The world around us is rapidly changing and established business models are replaced at a rapid pace. Companies and economies are experiencing cyclical boom and bust patterns as technological, social and environmental revolutions are impacting businesses around the world. The challenge for talent and learning leaders is to pre-empt and adapt to these changes to ensure the leadership pipeline adds to the bottom line regardless of competitive, market or other factors. This interactive session will provide cross industry leaders with a fantastic opportunity to improve their own leadership and learning models based on the effects of economic downturns. Work with your peers on:

- ▶ Scrutinising whether cutting back on training budgets is the right answer
- ▶ Balancing profitability expectations with resources
- ▶ Leveraging the connection between learning results and rewards/incentives
- ▶ Using scenario planning to think about probabilities and alternative outcome
- ▶ Maintaining learning and leadership investments in downturns

Bernd Staudinger, Director of Daimler Corporate Academy
Daimler

16:15 **Networking coffee break**

16:45 Case study

In search of distinctive ways of learning

- ▶ Discovery based learning approaches (such as "learning expeditions")
- ▶ Learning through networking
- ▶ Team-based learning and mobilisation

Thierry Bonetto, Director of Learning and Development
Danone

17:30 **Closing remarks from the chair**

19:00 **Networking Dinner**

We cordially invite you to join us for dinner at Brasserie Harkema...



08:15 **Registration and welcome coffee**

08:45 **Opening remarks from E.N.G. and the chair**

**John Herbert, Executive Director
European HR Forum**

09:00 Case study

Creating a learning organisation for a global company

Soon after the merger of Arcelor and Mittal Steel into ArcelorMittal at the end of 2006, the corporate University has been created. In less than two years, a full portfolio of programmes has been designed and launched, facilitating the integration of the two steel giants and preparing the company at all levels for "transforming tomorrow". The inauguration of a brand new campus at the former headquarters in Luxemburg in November 2008 is just another milestone in this fascinating story of the creation and growth of ArcelorMittal University. Christian Standaert will share the challenges faced in the creation of a corporate University for a company with a global footprint and a bold ambition.

**Christian Standaert, General Manager ArcelorMittal
University
ArcelorMittal**

09:45 Keynote presentation

Moving from a fragmented learning and development environment to a blended centralised / decentralised L&D organisation

- ▶ Reviewing the history of learning and the vision for the new learning organisation at BP
- ▶ Managing change processes
- ▶ Outlining tactical and strategic priorities
- ▶ Discussing the current state and the desired state of the L&D organisation

**Don Shultz, Head of Learning and Development
BP Exploration and Production**

10:45 **Networking coffee break**

11:15 Panel discussion

Telling the impact of learning: moving away from the 'CFO' approach

- ▶ Using narrative
- ▶ Structuring learning for application
- ▶ Recognising the value of learning to learn
- ▶ Considering the whole: systemic implications over time and space

Panel facilitator:

**Dr Kirsten Dunlop, Head of Generali Group Innovation
Academy
Assicurazioni Generali**

Panel members:

**Maarten de Groot, Head of Employee Learning
Alcatel-Lucent**

**Christian Standaert, General Manager ArcelorMittal
University
ArcelorMittal**

**Nicolet Theunissen, Group Leader Research Area Learning
Innovations
TNO Defense, Security and Safety**

12:15 Case study

Measuring effects of development programmes within Rabobank

- ▶ Revealing competencies and skills buried in different levels of the organisation
- ▶ Examining participant profiles when entering (entrance test) and after completing the programme
- ▶ Measuring changes in behaviours effectively

**Susan Havermans, Program Director
Rabobank**

13:00 **Lunch**

14:15 Case study

Ensuring management buy-in for programmes - the experience of Dexia through:

- ▶ Positioning learning as a strategic issue of the company and implementing a strong governance
- ▶ Addressing business needs with a high-quality offer
- ▶ Creating a strong link with talent management processes
- ▶ Marketing learning efficiently within the company

**Frédéric Olivier, Head of Dexia Corporate University
Dexia**

15:00 Case study

Employee learning: managing change to meet company objectives

- ▶ Using an innovative learning strategy, delivery and tools to come to more effective results
- ▶ Moving towards offering a service-oriented and professional support function for your company
- ▶ Making the learning function a true business partner: successful alignment of training and company goals
- ▶ Promoting learning as a core corporate value: integrating into relevant functions and units

**Maarten de Groot, Head of Employee Learning
Alcatel-Lucent**

15:45 **Closing remarks from the chair and E.N.G.
Close of the conference**

16:00 **Farewell drinks**

Thank you E.N.G. would like to thank all who have assisted with the research and preparation of this event. In particular the speakers, sponsors and media partners who have supported the event through direct contribution. For further information, please refer to our website www.eng-nl.com

Attendees at our previous HR summits include

Performance Management Consultant
ABN AMRO

Vice President Talent & Executive Management
EADS

POD Manager Continental Europe
H.J. HEINZ

Effectiveness Manager
MARS

Human Resource Competence
TDC

Learning and Development Manager
AMERICAN EXPRESS

Head of Learning and Development
EASYJET

Director Corporate Training and Development, Leader for Personal Management
HENKEL

Talent Management Specialist
MCDONALD'S GERMANY

Associate Director
THUNDERBIRD, SCHOOL OF GLOBAL MANAGEMENT

Head of Generali Group Innovation Academy
ASSICURAZIONI GENERALI

Manager Human Resources Training Department
EUROCLEAR

Former Vice President Human Resources
HILTON

Senior Director, Human Resources EMEA
MICROSOFT

Head of e/m-Learning Projects
TELEFÓNICA

Leadership Development and Talent Management
BT

HR Analyst
EUROPEAN CENTRAL BANK

Head of Leadership & Organisational Development
IMPERIAL TOBACCO

Management Development & Sourcing Manager
NESTLÉ

General Manager Human Resources
THOMSON

People Innovation Director
COCA COLA

Executive Director
EUROPEAN HR FORUM

Programme Manager
ING BUSINESS SCHOOL

Human Resources Director Strategic Solutions
NOKIA

Head Workforce Analytics
UBS

Head of Human Resource Systems
COGNIS

Head of ESTEC Recruitment Service
EUROPEAN SPACE AGENCY

Head of Leadership and Change
ING GROUP

Programme Director
NOVARTIS INTERNATIONAL

Head of Corporate University Faculties
UNION FENOSA

Head of Management Development
CORUS

Head of Management Training & Development
FORTIS

Director of Learning & Organisational Development
LEVI STRAUSS & CO. EUROPE

Learning Officer
OCE - TECHNOLOGIES

Senior Lecturer HR Management
UNIVERSITY OF WEST OF ENGLAND

Director Investment Banking Division, Demographics and Pension Research
CREDIT SUISSE

Human Resources Director
GAMBRO

Global Head of Learning and Development
LINKLATERS

Senior Vice President Management & Talent Development
RABOBANK

Human Resources Director
UPM

Human Resources Policy Development Officer
DSM

Divisional Director Human Resources Commercial Operations
H LUNDBECK

Head of Human Resources
LONZA

Group Management Development Director
REED ELSEVIER

Diversity & Executive Vice President Adviser
SHELL INTERNATIONAL

Head of Center of Expertise - Leadership Development & Organisational Development
VOLVO

Testimonials

We had a very positive experience and conducted interesting meetings as well as learn a lot about our clients' needs.

Program Manager
Thunderbird

Good speakers, good organisation of event! Compliments!

Business Development Manager Learning Services
Siennax Learning Services

Dinner Info

E.N.G. would like to invite delegates, speakers and sponsors as our guests to join us for dinner in a relaxed atmosphere to discuss the issues of the day and make future contacts. We would like to take you to Brasserie Harkema, which is situated in a former factory building in the historical inner city of Amsterdam. Nowadays it is a contemporary version of the classic Parisian brasserie. The establishment is a pleasant and trendy meeting place where you can enjoy excellent meals and special wines.

Hotel Info

The NH Barbizon Palace is situated in the heart of Amsterdam, opposite Amsterdam Central Station. The shops, Dam square and the sparkling city centre are within walking distance, making the hotel a most comfortable starting point for cultural as well as business-linked visits. The NH Barbizon Palace houses in 17th and 19th century buildings with beautiful house fronts, combining historical splendour with present-day facilities.



Define

the primary aims of a learning organisation

Hear

international learning and development experts discuss building and leveraging talent to win in the marketplace

Investigate

how to maximise training resources in challenging times

Discover

distinctive ways of learning

Understand

the connection between learning and employee engagement

Creating

a learning and talent powered organisation

Establishing

a culture of collaborative learning-working environment in an organisation

Measuring

the impact of learning

Keeping

employees accountable for results in learning

Managing

change to meet both company and learning objectives

The Learning & High Performance Leadership Organisation

Name 1
 Position
 E-mail

Name 2
 Position
 E-mail

Name 3
 Position
 E-mail

Organisation
 Company VAT Number

Address
 Postcode City

Country
 Tel
 Fax

Date Signature

I agree with the Terms & Conditions
 This booking is invalid without a signature

Conference Fee

- 2 Day Conference Fee** €2295.00 + VAT
- 20% Discount 2/4 Attendees* €1836.00 + VAT
- 30% Discount 5/9 Attendees* €1606.50 + VAT
- 40% Discount 10+ Attendees* €1377.00 + VAT
- Documentation Only** €545.00

* To qualify for discounts, these conditions apply:
 ▶ All delegates to be registered on the same form(s), at the same time.
 ▶ Delegates must be from the same company

Prices include the conference documentation, lunches, refreshments, the social dinner and service charge but exclude hotel accommodation. VAT is charged at 19%.

Methods of Payment

Please charge my credit card



Card holder's name
 Card no.
 MasterCard/VISA 3 DIGIT CIC last 3 digits, back of card.
 AMEX 4 DIGIT CIC 4 digits, front of card.
 Expiry Date (mth/yr) Signature

For other payment options please contact E.N.G. at +31 20 305 0950 ext. 13
Payment is required within 5 days. Please quote ENG195 as reference.

Hotel Accommodation

The conference fee does not include accommodation rates. Upon receipt of your signed registration form you will receive an email with information on how to secure your accommodation at NH Barbizon Palace Hotel. Please note that after 1 December rooms and rates will be subject to availability.



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Business Opportunities

A limited amount of exhibition space is also available at the forum. Sponsorship opportunities covering luncheons, evening receptions and advertising in documentation packs are also available. For further details please contact:

Pam Walter, Sponsorship Manager
+31 (0)20 305 8847
pwalter@eng-nl.com

To Register

E-mail: **learning@eng-nl.com**
 Fax: **+31 20 305 0970**
 Tel: **+31 20 305 0950 ext. 13**



Register online at www.eng-nl.com

Who Should Attend

This programme has been researched extensively and convened with the cooperation of senior executives responsible for learning, leadership and talent within their organisations. The executives that will realise the greatest benefit through attendance are those involved in the development of leadership and learning.

Vice presidents, executives, heads, chiefs and directors of:

- ▶ Leadership and management development
- ▶ Talent management
- ▶ Learning and eLearning
- ▶ Corporate University
- ▶ Succession planning
- ▶ Human Resources

Confirmation You will receive an email outlining the details two weeks before the event. For any further information please contact the Operations department at E.N.G.

Terms & Conditions By completing this registration form, I/we (the delegate/s) hereby agree to the following

Cancellations
 E.N.G. will not be able to mitigate its losses for any less than 50% of each individual delegate registration, even if cancelled within 1 day after booking. Cancellations must be received by mail, fax or email three weeks before the conference. In case of cancellation thereafter the full conference fee is payable. No credit note will be issued if cancellation is received 3 weeks or less prior to an event. Delegate substitutions are welcome at any time prior to the dates of the conference. E.N.G. If for any reason E.N.G. decides to amend or to cancel the conference, E.N.G. is not responsible for any costs and/or damages, such as covering airfare, hotel and/or other costs incurred by delegates. In the event that E.N.G. cancels the conference, E.N.G. reserves the right to provide a credit of an equivalent amount to another conference within the same sector. E.N.G. does not bear responsibility for any conference/programme amendments and/or cancellations, such as speaker cancellation. E.N.G. also reserves the right to change the programme as it sees fit. E.N.G. does not provide refunds due to programme changes and cancellations. E.N.G. reserves the right to refuse at its discretion delegates and companies wishing to attend or register for any of its events.

Data
 E.N.G. is allowed to pass on your delegate details to other companies who wish to communicate with you. If you do not wish to receive information from other companies, please contact us at info@eng-nl.com or +31 305 0950.

