

E.N.G.'s 2<sup>nd</sup> senior executive summit

# The Learning & High Performance Leadership Organisation

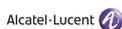
Deploying an integrated, agile learning strategy to ensure high performance in challenging times

# 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!**

Organised by



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Supporting Association



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

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## **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

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## **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

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## **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

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## **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

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## **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

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## **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**

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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

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## **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

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## **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

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## **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 Groodt, 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

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## **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

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## **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

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## **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 Groodt, 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](http://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**

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

Diversity & Executive Vice President Adviser  
**SHELL INTERNATIONAL**

## 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.



## 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](http://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](mailto:info@eng-nl.com) or +31 305 0950.

