

LEARNING IN TIMES OF GLOBALISATION

Tuesday 17 JANUARY

HR - Corporate HR Stream

BS - Business Schools Stream

18:30

WELCOME RECEPTION @ THE CUBE, WTC

HR **BS**

Wednesday 18 JANUARY

08:00

REGISTRATION

HR **BS**

09:00

WELCOME NOTES by Advent Group and IMD Business School

HR **BS**

09:15

OPENING KEYNOTE: **21. century People in Organisations - the Importance of Continuous Learning**

HR **BS**

Tim Ringo, *Regional Vice President EMEA, SAP*

For the past several years, a revolution is underway that is completely changing the way we support the workforce in achieving improved performance (and engaging with their work). In this session we will explore these emerging trends and apply these concepts to your organisation, to change the way we think about talent management. Based on the research for Tim's new book, find out how people engagement, innovation and continuous learning in the 21. century organisations can transform the world.

10:00

PANEL DISCUSSION: **Talent Management Strategies**

HR **BS**

Learn about the best practices in talent management, the skills and competences to consider when building a talent management strategy, and the formal education programmes that can bring added value.

- Miguel Premoli, *VP Talent Management Europe Sector, PepsiCo*
- Catherine Ward, *Group Human Resources Director, Interserve*
- Maria Antónia Cadilhe, *Head of Talent Management & Development, Sonae*
- Elise Deblock, *Head of People Management and Development, Solvay*

10:45

COFFEE BREAK

HR **BS**

11:00

PANEL DISCUSSION: **Education and HR in the Digital Age**

HR **BS**

How can HR and IT collaborate to plan and manage the workforce of the 21st century? Gain new ideas on how the L&D strategies help business leaders and employees shift to a "digital mind-set".

- Christophe Vanden Eede, *Chief Learning Officer, Engie*
- Aishah Davis, *Head of Product Management, Learnlight*
- Frederiek Van Tornout, *Director | Consulting - Human Capital, Deloitte*
- Laure Arnaud, *HR Development Director, Sodexo*

11:45

COFFEE BREAK

HR **BS**

12:00

PANEL DISCUSSION: **L&D and Corporate Culture**

HR **BS**

Discuss the influence of L&D on corporate culture, the practical aspects of building an L&D culture in multinational companies, and how to identify key talent for participation in corporate learning programmes.

- Valérie Vezinhet, *Head of HR EMEA North, SAP*
- Dr. Nick van Dam, *Global Chief Learning Officer, McKinsey & Company*
- Dr. Shalini Sarin, *Senior Vice President HR, Philips*
- Sabine Kluge, *Global Programme Manager L&D, Siemens AG Germany*

11:00-
13:00

WORKSHOPS

HR

ROOM 1: Employee Engagement Through Storytelling

- **Phil Waknell**, *Chief Inspiration Officer*, **Ideas on Stage**
- **Alex Glod**, *Co-Founder*, **Stai Să-ți, Povestesc**

We all have a story to tell. Whether it is our story or we want to communicate the vision of our organisation, our interest is for these stories to be told with passion and remain etched in the mind of the listeners. In this workshop participants will learn about the benefits of storytelling when applied in business and education, work on crafting their stories, and practice telling them on stage.

ROOM 2: Agile Strategies for Engaging Talent in a VUCA World

HR

- **Dr. Martin Moehrle**, *Associate Director, Corporate Services*, **EFMD**

In this interactive workshop, participants will explore opportunities to organise work differently so that organisations and individuals can adapt in an ongoing process to a dynamic business context and achieve a better match of demand and supply of talent. The concept of a transparent and adaptive talent market will be introduced, which got developed by a Special Interest Group of Brussels-based EFMD with the participation of senior HR leaders from Adidas, Capgemini, Cisco, Gore, Intel and Swissre.

13:00

NETWORKING LUNCH

HR BS

14:00

CASE STUDY PRESENTATIONS

HR BS

Customised executive programmes: development, implementation and results

- **Porsche** Case Study by **HEC Paris School of Management**
- **BAE Systems and Manchester Airport Group** Case Study by **Alliance Manchester Business School**
- **BG Group** Case Study by **Cranfield University School of Management**

15:00

MERITalks

HR

Inspirational 7-minute TED-style talks by alumni on learning and leadership

Featuring outstanding alumni from leading international business schools such as *NEOMA Business School, ESCP Europe, Cheung Kong Graduate School of Business, Télécom Ecole de Management - Institut Mines-Telecom Business School, Toulouse Business School.*

15:30-
17:30

WORKSHOP: Leading with Relational Intelligence

HR

- **Rani Bhatia-Durand**, *Executive Coach, Lecturer and Consultant*

Leaders must be capable of leading through complexity and uncertainty. Most learning solutions available today often fall short of the desired impact, especially on a behavioral level. This workshop is based on an inspirational programme, *Leading with Relational Intelligence*, designed to address this very challenge. This cutting-edge programme has been attended and highly rated by over 200 senior international executives so far.

16:00

PANEL DISCUSSION: Business Impact Through L&D

HR BS

Find out about the best practices on measuring the ROI of L&D activities and translating their impact into business results. Discuss how to convince senior management to commit to an L&D culture.

- **Anke Wijnen**, *Head of L&D*, **KLM**
- **Dr. Nina Kreyer**, *Head of L&D Germany*, **KPMG**
- **Kristel Van Loon**, *Global Learning Manager*, **Mondelēz International**
- **Sari Ek-Petroff**, *People and Leadership Development Manager*, **VTT**

16:45
17:00

COFFEE BREAK

HR BS

PANEL DISCUSSION: Technology and the Future of Learning

HR BS

Hear the opinion of experienced HR professionals and training experts on the importance of people analytics and technologies in defining organisations' learning needs, and the role of innovative technologies for an efficient learning process.

- **Filipe Carrera**, *International speaker and trainer*
- **Andy Lancaster**, *Head of L&D Content*, **CIPD**
- **Dominic Boon**, *People Director*, **Virgin Media**
- **Borja Vara**, *Sales Director*, **LinkedIn**

18:30

RECEPTION – hosted by *IESE Business School* (Buses leave at 18:00 and 18:15 from the main entrance of WTC)

IESE Business School invites all MERIT participants to a Reception with finger food & cava on their Campus. Bus transport will be organised from the World Trade Center to mingle with peers and enjoy the best views of Barcelona. **Everybody is welcome.**

20:30

GALA DINNER @ RESTAURANT MIRABE - sponsored by *IE Business School* (extra charge)

Thursday 19 JANUARY

08:00

EXHIBITION OPENS

HR BS

09:00

KEYNOTE SPEECH: OMNI-LEARNING -

HR BS

The Next Wave of Talent Management-Friendly Leadership Development

Giuseppe Auricchio, *Director Learning Innovation Unit, IESE Business School*

Digitalisation is fundamentally reshaping the way in which learning happens. In companies, the conversation needs to shift from using online learning as a tool to enhance a training program, to leveraging digitalisation to enable an entirely new way of learning, moving beyond the functional practice of combining learning modes (“blended learning”) to an integrative mind-set (“omni-learning”). Linking the contexts where learning takes place, be it in a classroom, the workplace or on a customer’s premises, omni-learning is exciting for all executives because of its promise of making learning, and professional development, an everyday activity.

09:45

PANEL DISCUSSION: Tomorrow’s Workforce

HR BS

Who, where and what is the workforce of the future? Learn how employee mobility affects modern organisations, what challenges HR executives will be facing over the next few years, what the motivation factors are for the next generation of employees, and how formal education can adapt to the needs of multicultural companies.

- **Alexandre Glas**, *Founder and COO, Jobmaker.fr*
- **Tina Payán**, *Head of Global Talent & Performance, Avis Budget Group*
- **Jim van Hulst**, *Global Learning Technology Lead, Ernst & Young*
- **Adelia Curtis Duarte**, *Head of Recruiting EMEA, Uber*

10:30

COFFEE BREAK

HR BS

10:45

PANEL DISCUSSION: Translating L&D Best Practices into Local Contexts

HR BS

Gain insights into the practical aspects of applying L&D programmes in companies with a diverse ethnic and cultural employee background and in different locations in the world.

- **Susan Francis**, *Senior Program Manager - HR Executive Management, Bayer AG*
- **Aitor Larrabe Errasti**, *Head of Talent, Ferrovial*
- **Patricia de Blas**, *HR Business Partner, Revlon*

11:30

COFFEE BREAK

HR BS

11:45

PANEL DISCUSSION: Where Does L&D Stand Within the Business

HR BS

Learn how top notch HR directors see the role of L&D in the overall business strategy, how L&D activities respond to the strategic business needs, what the link is between the L&D culture and corporate innovation, and how L&D contributes to the recruitment and retention of top talent.

- **Andre de Wit**, *Vice President Learning and Capability building, Carlsberg*
- **Patricia Cagnat**, *Senior Learning & Development Director EMEA, GE Healthcare*
- **Bruno Marra**, *Technology Learning & Talent Development, Accenture*

12:30

KEYNOTE SPEECH: BYOD (Bring your own Learning): An Agile Learning Paradigm

HR BS

Teresa Martín-Retortillo, *Executive President of Executive Education, IE Business School.*

As organisations deal with ever more challenging situations of generating profitable growth in increasingly volatile and uncertain global markets, what is the new executive skill set? How can an organisation ensure proper training for core roles and functions while leveraging massively distributed online learning systems to deliver skills on-demand? Teresa's keynote will focus on embedding a learning mind set, BYOL, as a catalyst of innovation, excellence and high performance culture.

10:30-
12:30

WORKSHOPS

ROOM 1: Globalisation and the HR function

HR

- **Chris Debner**, *Founder, Strategic Global Mobility Advisory*
- **Peter Ivanov**, *Entrepreneur & Founder, Virtual Power Teams*

The workshop will look at how the Mobility function will change its role and contribution to the globalisation agenda of multinational companies in the future. You will learn about driving factors and trends that shape international talent deployment. The coaches also take a pragmatic look at the challenges that are lying ahead for Mobility to become a strategic partner and integrated part of talent management, with a focus on the dilemma of developing talent in Global Mobility.

ROOM 2: The new way to build mobile learning for generation X, Y and Z

HR BS

- **Krzysztof Wojewodzc**, *CEO, Etendard*

Generation X currently runs most universities. Much teaching is performed by Generation Y and directed to Generation Z. What are the differences between them? What are their motivations? Dive into a world of different perspectives and learn how to bridge the gaps between Xs, Ys, and Zs. You will also discover how to use a mobile approach to get better recruitment, improve your retention rate, and create a more expansive environment for your university or company.

13:00

NETWORKING LUNCH

HR BS

14:00

CASE STUDY PRESENTATIONS

HR BS

Customised executive programmes: development, implementation and results

- **LinkedIn** Case Study by **IMD Business School**
- **Ferrari** Case Study by Ashridge at **Hult International Business School**
- **Johnson Matthey** Case Study by **London Business School**

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15:45

COFFEE BREAK

HR BS

16:00

CLOSING PANEL DISCUSSION: People Development - from Management to Leadership

HR BS

Learn from HR directors of global companies how to identify leaders and develop their potential. Gain insights into how new generations of employees respond to the current managerial approach in their organisations.

- **Nicolas Henquet**, *Human Resources Director, AGC Glass Europe Services*
- **Mieke Nan**, *Int. Talent Programme Manager, ING*
- **Koenraad Goris**, *People and Organisation Director, PwC*
- **Sophie Dubois-Perrault**, *Head of Corporate & Higher Education Relations, placeOjeunes*

16:40

CONFERENCE WRAP UP : Key takeaways and learning highlights

HR BS

17 January

Pre-event workshops for business schools

BS

Digital marketing and content, mobile learning, recruitment strategies, lead generation

18 & 19 January

08:00 – 18:00 Exhibition

HR BS

One-to-One meetings with L&D experts and executive education providers